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CAUT ACPU

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# Bilingualism and our universities

by Christine Tausig

Ready or not, here they come. In the next few decades, a generation of bilingual schoolchildren will graduate from Canadian schools. Increasingly, they and their parents are beginning to ask a burning question — will students be forced to leave their hard-earned French skills at the university *doorstep*?

The stakes for Canada's universities are high. Preliminary figures for 1983-84 from the Commissioner of Official Languages sbow that almost one million of the 1.7 million students enrolled in Canadian elementary and secondary schools are learning French — either through more traditional "core" classes, with basic language instruction for 20 to 40 minutes every day, or through increasingly popular immersion classes, with courses conducted in French providing even the youngest students with an astonishing fluency.

It is particularly these bright and bilingual immersion students who may change the face of Canadian universities in the coming years. Immersion education is growing rapidly. In 1977-78, there were about 38,000 schoolchildren enrolled in immersion classes, with the majority in New Brunswick, Québec and Ontario. Today, there are more than 116,000 students in immersion classes, with an expanding number of schools in all 10 provinces and two territories.

Almost two decades after a kindergarten class in the Montréal suburb of Saint Lambert was first introduced to French immersion teaching on an experimental basis, the method has become a uniquely Canadian success story, according to almost all observers.

The growth of immersion is most striking at the elementary level. At the Carleton Board of Education, for example, approximately 20 per cent of the student population is in immersion, but fully 47 per cent of this year's kindergarten students were enrolled in immersion classes by their parents.

The implications for universities are far-reaching. "Immersion students are a very bright group of students," says Marjorie Bingham Wesche, head of research and evaluation at the University of Ottawa's Centre for Second Language Learning, "These are the kinds of students that universities should be recruiting. We're fools if we don't go after them."

TURQUOISE

Surveys have shown that about 80 per cent of immersion graduates continue their studies at universities or community colleges, compared to approximately 50 per cent of the general student body. Very few immersion graduates are interested in traditionally language-oriented fields such as linguistics, translation or language teaching, however. Instead, according to Frances Morrison, director of research for the Ottawa Board of Education and organizer of two follow-up studies of high school immersion graduates, they are headed for careers as varied as carpentry, law or medicine, and are looking for practical rather than academic courses at the postsecondary level. "They want to improve their spoken French or take courses taught in French in subjects that interest them," Dr. Morrison points out. However, according to her survey of 1980 high school immersion graduates, 40 per cent said they had not found a "suitable" course at the university or college level.

Even students who are not from immersion programs have an extremely strong desire to learn and use French at the university level. A recent study of French language needs by Janice Yalden, director of Carleton University's Centre for Applied Language Studies, found that most students shared a "pressing" need to learn French. In fact, points out the report, the need may be even greater for graduates of traditional elementary and high school French programs.

"I was surprised at the results," admits Prof. Yalden. "Their desire is so strong to become competent in French, even among non-immersion graduates. The evidence is clear that they want to reach a high level of French".

However, a rising tide of criticism is being aimed at the lack of effort made by many anglophone universities to meet their students' French needs.

By the early 1990s, according to some projections, up to 20 per cent of young anglophone Canadians will be enrolled in Frencb immersion programs and another substantial group will have benefitted from the improved, more dynamic core French classes now available. The universities, charge critics, will not be ready to meet the needs of this new generation of partially or fully bilingual high school graduates.

Perhaps the most outspoken critic has been Maxwell Yalden, who will retire this fall after a seven year term as Commissioner of Official Languages.

Universities, according to Mr. Yalden, "have been guilty of a massive — or perhaps the proper word is 'passive' — unwillingness to move" in the area of language education.

"Are we naive enough to expect that youngsters can simply 'learn French' by grade eight or nine, and then abandon it 'for more serious things'?" he asked in a recent speech. "Do we seriously believe that they will still have an effective command of the language a decade or so later — when they really need it?".

Mr. Yalden says firmly that parents, teachers, educational administrators, politicians and concerned citizens have "no choice" but to follow up at the university level what was begun in elementary school immersion classes.

Mr. Yalden's concerns are expressed even more pressingly by a small but powerful lobby group. Canadian Parents for French (CPF), founded in 1977 by 35 parents and educators and

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# LETTERS LETTRES

## Role of our universities in the Nuclear Age

I hope the April 1984 issue which focussed on "War and Peace: The Role of our Universities in the Nuclear Age" will do much to shake many Canadian academics out of their customary disregard for grave issues of life and death affecting humankind. It is with regret that I must point to a serious omission — except in the "boxed" quote on Nobel peace prizes on page 21 — in an otherwise excellent issue.

I refer to the connection between the wastage of human and material resources for armaments and the unavailability of such resources to promote the well-being of people. *North-South: A Program for Survival,* The Report of the Independent Commission on International Development Issues under the Chairmanship of Willy Brandt (Cambridge, Mass: MIT Press, 1980) referred to these matters in terms of 1978-79 statistics:

"The prospects which might open up if only part of the unproductive arms spending were turned to productive expenditure on development are only slowly dawning on people.

"The annual military bill is now approaching 450 billion US dollars, while official development aid accounts for less than 5 percent of this figure. Four examples:

1. The military expenditures of only half a day would suffice to finance the whole malaria eradication programme of the World Health Organization, and less would be needed to conquer river-blindness, which is still the scourge of millions.
2. A modern tank costs about one million dollars; that amount could improve storage facilities for 100,000 tons of rice and thus save 4000 tons or more annually: one person can live on just over a pound of rice a day. The same sum of money could provide 1000 classrooms for 30,000 children.
3. For the price of one jet fighter (20 million dollars) one could set up about 40,000 village pharmacies.
4. One-half of one per cent of one year's world military expenditure would pay for all the farm equipment needed to increase food production and approach self-sufficiency in food-deficit low-income countries by 1990."

It is true that we have to learn much more about the connections between disarmament and development. The United Nations "Study on the Relationship Between Disarmament and Development" (Document A/36/356 of 1981) sheds some light on the major issues.

At the Sixth Assembly of The World Council of Churches in Vancouver in August 1983, the well-known black South African theologian, Allan Boesok, criticized the Assembly's statement on peace with words which would apply to the *CAUT Bulletin's* April issue: "In this document — the word 'nuclear' is used a number of times but I don't see the word 'hunger'. In my village, people will not understand the word 'nuclear'. They will know everything about hunger and poverty...peace is never simply the absence of war, it is the active presence of justice."

*Prof. Mathew Zachariah*
*Faculty of Education*
*The University of Calgary*

* * * * *

In the April issue of the *CAUT Bulletin* that dealt with war and peace and the role of our universities in the nuclear age, mention was made of the Universities of Windsor and Toronto, Trinity College as the Canadian institutions where undergraduates can take a bachelor's programme in international relations. York University's Glendon College should have been on the list; we offer a general honours degree in international studies, but different from that of our sister institutions by virtue of the fact that our programme is offered in the bilingual context of Glendon's academic offerings.

*S.J. Kirschbaum*
*Associate Professor and*
*Coordinator*
*International Studies Programme*
*Glendon College*
*York University*

* * * * *

I thoroughly enjoyed reviewing this particular issue (April, 1984) of your publication. I wish to add that I am confident that men and women everywhere are united by a common and genuine concern over the destructive capacity of modern weaponry. Indeed, never throughout my many years in public life have I met anyone who believed in, or advocated, nuclear warfare. The differences of opinion which have been expressed both between governments and within nations with respect to arms control and disarmament seem to centre around the means by which such conflict may be avoided.

We live in a country which has always been committed to peace and to finding peaceful solutions to problems which arise in an increasingly complex world. I believe that Mr. Trudeau's peace initiative is consistent with Canada's historic role and I feel it very much reflects the way Canadians would like to see their country represented on the international stage. It is important therefore that all Canadians provide whatever encouragement is appropriate for the Government of Canada to pursue, within the international arena, those initiatives which may contribute to the reduction of international tension and the threat of nuclear war.

*William Davis*
*Premier of Ontario*

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- Dr. Joanna Santa Barbara, Child and Family Psychiatrist
- Dr. Anatol Rapoport, Professor of Peace Studies, University of Toronto
- Admiral Robert Falls, CAF (Ret.), former chairman of the NATO Military Committee

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## *Report of the President*

# Mobilizing members CAUT's greatest challenge

**by Sarah Shorten**

In his President's Report to the CAUT Council in May 1983, Professor Ken McGovern expressed concern regarding the increasing problems of university underfunding, the threats to accessibility to university education, and the imposition of wage controls in some provinces. All of these interrelated concerns remain real and urgent. The rhetoric of restraint continues to be used to excuse university underfunding, which in turn is causing many universities to restrict access. That same rhetoric is also being used to excuse selection of the public sector for the imposition of wage restraint.

The impact of these issues, however, is now demonstrably more serious for the future of the universities in Canada than even we foresaw a year ago. Last year in British Columbia we saw legislation, in particular in the form of the Public Sector Restraint Act, which offered, and continues to offer, a direct and ominous threat to academic freedom and tenure. That government had already amply proven its ability to restrain spending: cuts to the university budgets had been imposed and further cuts were being threatened. In empowering the employer to declare exigency without the requirement of verification and to announce layoffs subject only to the approval by the Compensation Stabilization Commissioner of the procedures used, the government of British Columbia subverted both the rights of employees to secure freely negotiated arrangements and the autonomy of the universities. The potential threat to academic freedom is obvious and immediate.

As a consequence of these actions, we have before us the vital task of explaining fully and vigorously why it is that academic freedom, and tenure which is its means of protection, are foundational to the very idea of a university in a free society. We also must explain why it is that intrusive legislation has nothing whatever to do with restraint. That the extraordinary powers resting in the hands of the Compensation Stabilization Comissioner should have been bestowed by an Act masquerading under the title of 'restraint' is symptomatic of the gross deception being practiced by the advocates of 'restraint'.

Another aspect of 'restraint' which preoccupied the CAUT this past year was the widespread attack on collective bargaining. In 1983, the Council passed a resolution calling on the CAUT Collective Bargaining Committee to monitor and resist legislation curtailing bargaining rights. It also called on the President to develop a plan for liaison and cooperation with other groups with whom we find common cause in this area. I believe that this important motion last year was timely. There are many groups with whom we share important and diverse concerns and our liaison with them has indeed been continued and enhanced. We can only stand to benefit from their advice and support. Alliances of course go both ways, and we must also seek to lend our support to the work of other groups. We need to analyse the realities of bargaining under restraint, and to prepare ourselves to face at the table proposals not only for low settlements but also for the erosion of hard-won clauses in our contracts and agreements. One serious impact of restraint will no doubt continue to be the erosion of the tenured complement in the universities, and the proliferation of part-time, temporary positions, in pursuit of cost-savings and flexibility. We will also likely witness attacks on clauses pertaining to financial exigency. Internal communication on these issues will be of paramount importance.

Another motion which was adopted by Council in 1983 approved in principle the mounting of a public relations campaign to explain to the media, the politicians and the general public the role of the universities, and the urgent need for their support. This campaign has been developed in various ways. During National Universities Week in the fall of 1983, we urged all associations to use the opportunity to bring to public attention the many roles of the universities, and the threats to their enterprise brought about by underfunding. The CAUT organized a number of press contacts during the week and also mounted a seminar on academic freedom at the University of Victoria. The talks presented were published in the May 1984 edition of the *Bulletin*.

In addition, we utilized a number of opportunities provided by commissions and committees to issue public statements and secure media coverage. These included our brief to the Macdonald Commission, in which we analyzed at length the educational, research and development, social, cultural and economic role of the universities. We made similar representations to the Nova Scotia Royal Commission on Post-Secondary Education, to the various groups investigating the income tax system, and in open letters to Premier Bennett of British Columbia, and to Dr. Bette Stephenson, Ontario Minister of Colleges and Universities. This message was also central in our dealings with the media and members of the federal Parliament and civil service, in the context of our regular liaison with them. In particular, we worked closely with the opposition parties in Ottawa, to acquaint them with our views and convince them of the urgency of the problems facing the universities.

As important as all these initiatives have been, I believe, as President, that the greatest single challenge still facing us is that of convincing our many thousands of members of the real role that they can play in defending our profession and the institutions in which we work. It remains extremely difficult even to persuade faculty association executive committees to write letters to politicians and to secure media coverage for issues of acknowledged concern. It is alarming how frequently, when talking with members of parliament, I and other members of the Administration Committee and Board are told that they have some sympathy with our views, but that the faculty and the administrations of universities do not encourage contact. The representatives of the media say the same. It seems clear that until our energies are devoted much more effectively to the public and political defence of our goals, at the local and the individual level, the effectiveness of our national association will be inhibited.

To this end, members of the Administration Committee and staff have expended considerable efforts this past year to enhance communication: *Bulletin* coverage of issues of concern to the association will continue to increase; Board members have been urged to keep in touch with nearby local associations; and the associations have been urged to apprise Board members of matters of concern.

The fact is that higher education and research and their funding are political issues. Budgetary choices by both provincial and federal governments are political choices. Media coverage and public interest in the universities has increased this year, but not enough. In identifying the activities of lobbying and public relations as a major priority for the CAUT we need to remember that the CAUT stretches right across this country, and its concrete reality is in its members. There is, of course, a vital role for the officers and the staff of the organization. The value of the efforts of these people could, nonetheless, be multiplied many times over if reinforced by a widespread campaign, and if the public and the politicians were aware of the general support of our constituency. Our opponents would find it less easy to ignore our advice, and our friends would be encouraged.

For example, we were told recently by a Progressive Conservative critic in the area of finance that no administrators and almost no faculty associations made contact with that party in connection with their opposition to the imposition of 6 percent and 5 percent on the federal-provincial transfers for post-secondary education. Likewise, in our meetings with journalists and editors when travelling to different parts of Canada — for example, we met with representatives of the Vancouver *Province*, the Vancouver *Sun*, the Toronto *Star* and the *Globe & Mail* at various points during the past year — we were impressed with the same need for support of our activities by the membership. The news that the silence of our constituency has been recognized by both politicians and the media is discouraging and embarrassing.

I am fully aware of the fact that these remarks will not be welcome. The role of the President of this Association, however, is one which I believe requires offering an honest appraisal of the state of the Association. I believe that our failure to date to mobilize the general membership is our most salient weakness. I also believe this problem presents our greatest challenge in the years ahead.

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# LETTERS
# LETTRES

In the extensive article by Christine Tausig and Helen Baxter, "The role of our universities in the nuclear age" in the April issue of the *CAUT Bulletin* , I noted with particular interest the section on Soviet and East European Studies.

I would like to echo the statements by the Directors of the Centre for Russian and East European Studies at the University of Toronto and the Institute for Soviet and East European Studies at Carleton University on the dangers to this area of study both from the continued absence of official Canada-wide academic exchanges with the Soviet Union, a cause of serious damage to the research programmes of Canadian academics and irreparable damage to a number of Canadian graduate students, and, ironically, from the massive injection of funds into this area now taking place in the United States.

Indeed the funding situation in Canada is far more grave than was indicated in your article. Just in the last month, active consideration was being given by the University of Toronto to closing down its Centre for Russian and East European Studies, and the fiscal crisis has been only temporarily averted. If the smallest amount of the new capital being directed towards American universities were to be used (without accrued interest) for the CREE, it would permit it to function at its present budget level for well over two hundred years!! Furthermore, other programmes in the area of Russian and East European studies in Canada have in recent years faced closure, amalgamation or have shrunk in size.

The only happy note in this litany is that there are considerably more programmes at Canadian universities than are enumerated in your article on p. 18. Just in Russian language and literature, one can add as a non-exhaustive list *Victoria*, McGill (up to Ph.D.), and Calgary, and a wide variety of departments at universities across Canada offer courses in the Soviet and East European field, many of which permit students to graduate in disciplines such as political science or history with a specialization in the Soviet Union.

Given the political realities of the present world, I suggest that it is particularly unfortunate that Canada would seem to be heading on a course which makes it ever more reliant on one of the "superpowers" for its information about "the other superpower". It is fervently to be hoped that the Canadian government, Canadian universities, and the Canadian public will become aware of the potential dangers of ignoring this area of study in Canada.

*Prof. N.G. Žekulin*
*Dept. of Germanic and Slavic Studies*
*University of Calgary*
*and*
*President, Canadian*
*Association of Slavists*

* * * * *

The survey of Soviet and East European Studies *(CAUT Bulletin,* April 1984) was most useful in bringing this vital area of Canadian university life to the attention of the academic community. It was strange, therefore, to find that McGill was omitted from the list of institutions offering degrees in Slavic Studies. This was all the more surprising given that McGill has vigorous B.A., M.A. and Ph.D. programmes in this field in the Departments of History and Russian and Slavic Studies. Our own graduate students have a number of significant publications to their credit, are teaching in universities in Canada and the United States or are employed by the Federal Government. It's bad enough being ignored until the death of the General Secretary without being passed over by our colleagues in academe.

*Paul M. Austin*
*Chairman*
*Dept. of Russian and*
*Slavic Studies*
*McGill University*

## Apology unfortunate

Professor Gloria Sampson's elaborate apology for the social isolation imposed on visiting foreign teachers in the People's Republic of China *(Bulletin* letter, May, 1984) is unfortunate. As in all countries ruled by Marxist-Leninist parties (I have had academic experience in two such countries), contacts with resident foreign educators outside the workplace are systematically discouraged and monitored by the authorities. The purpose is two-fold: to limit ideological contamination and restrict opportunities for espionage. Given the overriding concern with conformity and state security, these precautions are understandable.

*Maurice Halperin*
*Professor Emeritus*
*Department of Political Science*
*Simon Fraser University*

## Manning the pumps

On the front page of the May *Bulletin*, Peter Lustzig, Dean of the Faculty of Commerce at UBC, is quoted as having made the extraordinary statement that *"If* we're perceived to be a sinking ship it could come apart quickly, just as it did at McGill."

We read this with some amazement because we do not know what "has come apart quickly at McGill." Until we read Dean Lustzig's comment we had thought things were going rather well here. Doubtless, though, he has had some penetrating insight from two and a half thousand miles away that could explain how "we have come apart quickly." After careful examination, however, we have to report that we cannot find parts missing and, indeed, that we are still feeling healthy. What can the man mean?

McGill's Faculty of Management has grown greatly since its beginning in the 1960s. For many years we had a very low turnover, at one time going for a period of three years without a resignation. During the past two years we have, in most cases with some regrets, lost some good people. All good business schools with a reputation that reaches across the continent are fertile ground for predators. Indeed, that is how it should be. Would it not just lead to stagnation if we all stayed in the same place for all our careers? Predators have, indeed, appeared here and a few fine people have left. But fine people have also arrived and are continuing to arrive. And we believe that this process of regeneration and renewal is one of the most exciting and worthwhile things that can happen at a university. The core of well-known academics who are acknowledged leaders in their field remains and gains from this influx of new people and new ideas.

The 80 percent of us who have been around McGill for more than four years, the 20 percent of us who have joined our Faculty recently and those five or six young Ph.Ds. who will be starting with us over the summer do not feel that we are at a place that has come apart. We have not signed an oath that we shall all grow old together, though. We expect and, to a certain extent, welcome turnover in this rapidly changing market. But most — probably all — of us are proud to be associated with what is today a dynamic, growing and strong Faculty.

Meanwhile, we are sorry to hear of Dean Lustzig's problems. It must be very unpleasant to be the captain of a sinking ship. The only suggestion we have at present is that, instead of scanning the horizon in a vain attempt to find another vessel that might be taking on water, perhaps he should consider manning the pumps.

*Laurent Picard*
*Dean*
*Faculty of Management*
*McGill University*

## French language studies

I was pleased to read Prof. Janice Yalden's article on French language studies in anglophone universities, in the May issue of *CAUT Bulletin.* Prof. Yalden's call for more diversified French programs on our Canadian campuses is timely; in fact, several universities, especially in Ontario, are now establishing committees to study the possibility of offering courses taught in French in a variety of disciplines from psychology to engineering.

In her article, Prof. Yalden calls on the participation of French departments. In many French departments across Ontario, her calls have been heard. Most departments now offer a standard course in business or administrative French. Others have designed certificates in applied French studies for students in other disciplines. For a number of years now, French departments have recognized the need for a more pluralistic approach to the teaching of French, while maintaining that strong literature and culture programs are absolutely necessary.

It is worth noting that some French departments have met enormous resistance from scientific and applied sciences departments. It is often repeated that the French Studies instructors are not competent in the appropriate terminologies. Simulation courses as proposed by Prof. Yalden would be accepted with great reluctance. I suggest that each department involved, whether it be psychology or soil science, consider offering elementary terminology seminars in French. This would alleviate the problem of competence in the field, a very valid problem indeed. Members of French departments would be quite pleased to help establish such courses, mostly in the area of second language pedagogy.

Finally, Prof. Yalden's suggestion that the SSHRC make bilingualism and biculturalism a theme for the research they support is a critical one. The Association of Departments of French intends to pursue this suggestion quite actively. In many ways, we must share Prof. Yalden's view that the anglophone university campuses will never be the same in the late 1980's, and that some form of minimal bilingualism will be established due to simple student pressure.

*François Paré*
*President*
*Association des Départements d'Etudes*
*Françaises des Universités de l'Ontario.*

## Right on target

Dr. Osmond's article on medical research funding and peer review of grant proposals as they generally are carried out in Canada was right on target. He suggested a number of ways by which matters could be improved. One of these, that comments by referees should be sent to the researcher well before the grants panel meeting so that he or she might have a chance to refute any nonsense or clear up apparent misunderstandings, actually was the practice of the Ontario Cancer

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# L'UNIVERSITÉ DE MONCTON

*sollicite des candidatures ou des mises en candidature pour le poste de*

## Recteur

*commençant le 1er juillet 1985, pour un mandat de cinq ans avec renouvellement possible*

L'Université de Moncton est une institution d'enseignement supérieur fondée en 1963. Elle regroupe trois centres universitaires situés dans les trois régions francophones du Nouveau-Brunswick, soit à Moncton, Edmundston et à Shippagan. Elle compte environ 4 000 étudiants à temps plein et près de 6 000 à temps partiel. Son budget de fonctionnement pour l'année 1984-85 est d'environ 39 500 000$.

L'Université offre des programmes de premier et deuxième cycles dans les facultés ou écoles suivantes: administration, arts, droit, éducation, éducation physique et loisirs, nutrition et études familiales, sciences et génie, sciences infirmières et sciences sociales.

Le recteur est directement responsable du bon fonctionnement et du progrès de l'Université; de l'observance des statuts de l'Université et de l'exécution des décisions du Conseil des gouverneurs et du Sénat académique.

Le traitement est sujet à discussion.

Les candidatures ou mises en candidature seront acceptées jusqu'au 30 septembre 1984. Elles doivent être présentées par écrit, être accompagnées d'un curriculum vitae détaillé et être adressées sous pli portant la mention CONFIDENTIEL à:

**Comité de sélection du recteur**
**a/s Monsieur Paul L. Bourque, président**
**Université de Moncton**
**Centre universitaire de Moncton**
**Moncton (Nouveau-Brunswick)**
**E1A 3E9**

Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents. Le poste est accessible aussi bien aux femmes qu'aux hommes.


Treatment and Research Foundation. This approach to evaluation of proposals worked very well, but unfortunately the OCTRF no longer funds research.

Allow me to suggest several other practical (and possibly entertaining) approaches to the problem of overcoming the substantial social inertia possessed by institutions such as the MRC and the NCI.

(1) Colleagues in Psychology, Sociology, or Education might be encouraged to make grant applications to the MRC and/or NCI, requesting funds to carry out research that would involve examination of the records of those agencies. The objective would be to test the following hypothesis: that, for each grant application, there is at least a 20 percent chance that the proposal will be either misunderstood or inappropriately evaluated by one or more of the referees involved. A serious disagreement among the referees would be considered proof that at least one of them has made a serious error in judgment.

(2) Colleagues whose grants have been evaluated by referees who made serious and demonstrable errors in judgment might be encouraged to use a poster session at the CFBS as a forum for pointing out those errors. I did this one year when the reviews of my grant proposal were carried out by referees who obviously did not know the field very well. It turned out to be great fun as well as very educational. I attached to the poster a copy of a referee report, and linked specific comments in it by coloured ribbon to specific experimental data that demonstrated quite conclusively that the referees were wrong. As Dr. Osmond pointed out, the present peer review system does not have any built-in mechanism for correcting the errors of the referees; consequently, we must use whatever forum is available.

Perhaps the CFBS could take the lead in sponsoring a workshop to identify the major problems associated with the present peer review system, and then push for the introduction of the necessary changes.

One last comment. Please do not be too hard on us poor referees. Each year I, and many other researchers, function as external referees for numerous grant proposals. All of us have been given research proposals to review that, for one reason or another, are very difficult to evaluate fairly. However, if I make a mistake in my evaluation of some grant, the applicant certainly should have an opportunity to point out the errors to both me and the grants panel long *before* they make their final decision.

*Prof. J.C. Kennedy,*
*Departments of Radiation Oncology and Pathology*
*Queen's University*

## No more whining

Archivists spend a disproportionate amount of time trying to locate items in their collections based on bungled or misleading citations from haphazard bibliographic references. The Public Archives of Canada had finally made constructive recommendations to the academic community on the *proper* method of citing archival material. As one who had had to follow woefully inconsistent references in footnotes and bibliographies in order to locate material, I am overjoyed that our national archives are finally reminding the academic community that bibliography is an art and not an afterthought.

Let's see no more whining unsigned denunciations in these pages. It's time we set some standards for citation, where the absence of fixed criteria has too often fostered sloppiness and indifference.

The point the irate critic in "Strip scholars of liberty" *(CAUT Bulletin,* 31 (3), May 1984, p. 6) seems to miss is that the Public Archives of Canada is suggesting that, unless you adopt some of its citation notions, persons using non-standard references (albeit found in 'academic' works) will receive a less-than-enthusiastic reception from hard-pressed staff. I have had at least one archivist make this assertion to my face when discussing the citation of obscure pamphlet matter from archival collections. The PAC is apparently declaring war on shoddiness. It is "stripping scholars of the liberty" to cause archivists, librarians and future generations of footnote followers frustration and grief. As a frequent victim of the incomplete reference and of fuzzy citations, I support the PAC's endeavour.

*G. Douglas Vaisey*
*Patrick Power Library*
*Saint Mary's University*

*Editor's note: The author of the letter in question is Prof. R. MacGillivray of the Department of History at the University of Waterloo. The omission of his name following the letter was due to an error in editing.*

# LETTERS LETTRES

## Failure to act

I was appalled to learn of the failure of CAUT to act in support of Dr. Mandel and against McGill University. From the evidence contained in extensive reports, published in a supplement to the April *Bulletin,* there can be no question that Dr. Mandel was unfairly treated and that CAUT's 'Canadianization' guidelines were violated. On both grounds CAUT should have acted, and the decision not to do so appears unaccountably, and most unfortunately, spineless.

If it cannot take a stand in such cases, why does CAUT exist? I ask that the matter be reconsidered.

*Prof. Richard Harris*
*Dept. of Geography*
*University of Toronto*

## Charge inmates for education

In the May issue, the matter of university level prison education was raised for the second time this year by Mr. Ian Morrison, Executive Director of the Canadian Association for Adult Education. The matter at issue is the one of whether prison inmates should be required to pay a fee for the courses they take in the penitentiaries. Mr. Morrison argues most persuasively for the removal of the fee on the grounds that the majority of new students stated they would not have enrolled if they had been required to pay it. He continues his argument to suggest that "...it is only after prisoners have been in programs for periods ranging from six to twelve months that they begin to develop normal educational motivation." From there he quoted a lot of research to bolster his view on the problems of educational motivation and to bring home the point that there are a number of elements mitigating against the efforts of university students in the penitentiary.

While I accept, in general, the evidence he brings forward and feel he is generally on the right track, my view of the world from the vantage of directing the Queen's University program in prison education leads me in a different direction.

First, I have a hard time understanding how any student, including those students who happen to be inmates of federal institutions, can be other than motivated and last past the third week of a course. Normal university courses are demanding and the normal course load given students fills their time. If a student does not perform at the required level, like most students, they soon find out. Perhaps the kind of educational motivation Mr. Morrison would like to see should be generated in high school courses, which are free, rather than in the more expensive university courses. Then they can go on and be both better prepared and better motivated for university level work. I should add that my assumption here is that courses taught in the penitentiaries should be just as demanding, and just as informative, as those taught in normal classes.

Second, the objection based on inmates' unwillingness to pay for university courses appears, in my experience, to be unfounded. I have not done a systematic study of inmates' motivations for enrolling in our courses. All I can report is the general view expressed by the inmates in my presence that the fee is a "good thing" because it keeps out the unmotivated. Further, the inmates themselves are looking for ways of funding these payments in legitimate creative and imaginative ways. And, lastly, our courses were oversubscribed after the first day.

To complete my list of points of disagreement with Messrs. Morrison, Duguid, Ayers, Montague, Wetstow and others, I am not persuaded by the arguments that Literature and History are the best way to provide for the "cognitive, moral and human development" of inmates. I have found, again from very limited experience, that other disciplines can be just as effective. Computing was more effective in one case than Literature, not because of the subject matter taught but because of the personality of the teacher.

Somehow what seems to be missed by them are other variables, which in the long run are probably just as important: the decision to continue taking university courses under adverse circumstances would suggest a change in the person and a willingness to make further changes; the existence of non-deviant support groups that accept a released person, even though that person has a record; the availability of legitimate occupations with a steady income that provides stability to life; the openness of a social system that allows them to try out their social and other skills in an unthreatening environment — where they will not have their paroles revoked for seemingly trivial reasons; and, the determination that frequently appears not to be sent back to prison. These variables are probably just as powerful as any others.

In closing I concur with Mr. Morrison's desire to see educational programs flourish in the prisons. They are an element that encourages the kind of development that can lead to a successful release. However, I am not as certain as he is about why they work in this direction, nor do I feel that the threat of the fee charged inmates is so negative. The counter argument is, of course, if an education beyond high school is valuable, and if we charge others for it, should we not also charge inmates for the same valued commodity. It does mean, however, that it should be the same commodity.

*Prof. D.E.W. Holden*
*Dept. of Sociology*
*Queen's University*

## Correct decision reached

Don Savage has raked over the embers of the Loyola University affair in his interesting article in the *CAUT Bulletin* of June 1984 ("Brian Mulroney and the crisis at Loyola"); some of these coals were not altogether extinct. He wrote that the CAUT Council "had hardly distinguished itself in the handling of the Santhanam case." While it is true that the investigating committee and the Academic Freedom and Tenure Committee made recommendations which Council, acting on the advice of the Executive Commit-

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*Serving Atlantic Canada*

### Faculty of Management Studies
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Applications and nominations are invited for the position of Dean, Faculty of Management Studies, Dalhousie University. The Faculty, which consists of the Schools of Business Administration, Library Service and Public Administration, has approximately 1400 students and 100 faculty members.

As the academic and administrative leader of a recently reorganized faculty, the Dean will be responsible for fostering an interdisciplinary approach to current teaching and research programmes. The Dean will also create a supportive environment for new initiatives in information technology and regional studies and for the Faculty's growing ties with foreign universities.

The appointment is normally for a five-year term and would commence on July 1, 1985 or on an earlier, mutually agreed time. Applications and nominations should include biographical information and the names of three referees. Applications and nominations should be submitted by November 1, 1984 to:

**Professor M. Dykstra**
**Secretary**
**Dean's Selection Committee**
**Faculty of Management Studies**
**c/o School of Library Service**
**Dalhousie University**
**Halifax, Nova Scotia B3H 4H8**

Dalhousie University is an equal opportunity employer.

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McMaster University invites applications for the newly created Chair of Russell Studies.

Preference for this position will be given to candidates who have attained a high level of scholarly achievement in Philosophy, but consideration will be given to exceptional candidates in the fields of History, Literature, Political Science, Mathematics, or International Law. The appointment to the Chair will be at the Professor level, and will commence on July 1, 1985 for an initial period of five years, with the possibility of renewal. In addition, the successful candidates will hold a tenured position in the appropriate department of the University. The salary will be negotiable.

It is expected that the appointee to the Chair will participate fully in the work of the Bertrand Russell Editorial Project. As owner of the Bertrand Russell papers, McMaster has been awarded considerable external funding to assist it in undertaking the publication of 30 volumes of Lord Russell's collected papers.

While preference may be given to Canadian citizens or landed immigrants, all qualified candidates are invited to apply.

Enquiries and applications (accompanied by a detailed curriculum vitae and the names of three referees), should be forwarded, no later than November 15, 1984 to:

**Dr. D.P. Gegan, Deen of Humanities,**
**McMaster University,**
**1280 Main Street West,**
**Hamilton, Ontario L8S 4L9**



## The University of British Columbia
### Faculty of Applied Science
### DEAN

Applications and nominations are invited for the position of Dean of the Faculty of Applied Science, effective July 1, 1985. The Faculty includes six Engineering Departments and the Schools of Architecture and of Nursing, with a total of 160 full-time and a large number of part-time faculty members. The degree of Bachelor of Applied Science in Engineering (current enrolment 1880 students) and the graduate degrees of Master of Applied Science, Master of Engineering, Master of Science, and Doctor of Philosophy (total of 400 graduate students) are offered in Engineering. The School of Architecture offers the B. Arch. (170 students) and Master of Advanced Studies in Architecture (5 students). The Bachelor of Science in Nursing program currently has 520 students, with 50 in the Master of Science in Nursing program.

The successful candidate, who must be a registered professional engineer, must be recognized internationally in a field of research that enhances the activities of the faculty and will provide research leadership for the faculty. The dean will have proven administrative ability and will be dedicated to excellence in teaching. In addition, the dean must maintain active links with the professions represented in the faculty, as well as with industry. The salary for this senior academic position is negotiable.

Applications should be sent to: Dr. Robert H.T. Smith, Vice-President, Academic, University of British Columbia, 6328 Memorial Road, Vancouver, British Columbia B6T 2B3 no later than October 15, 1984, and must include a curriculum vitae, a list of publications and the names of three referees.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The University of British Columbia offers equal opportunities to both female and male applicants.


# LETTERS
# LETTRES

tee, ultimately rejected, this was done only after open debate in which conflicting facts and arguments were raised. As participants at that time, we feel that either side of the question could have been (and was) upheld by persons of intelligence and honor; we also felt, and still feel, that the correct decision was reached. Council certainly took the matter seriously; it was debated at a special emergency meeting in Toronto called especially to deal with this one question and at which advocates of both sides had ample opportunity to present their views.

With respect to the original issue, that of Dr. Santhanam's appointment, Dr. Savage correctly reports that the committee of inquiry "considered that after six years (seven if one counted the year in question) at the College Dr. Santhanam had *de facto* tenure." This line of reasoning failed to convince us and many members of Council when we learned that the last two years were on an extension granted on compassionate grounds and at Dr. Santhanam's request. Further, he had been informed at that time that there would be no further extension and he had agreed in writing not to ask for one. To consider that under these conditions he had *de facto* tenure" seemed to many of us unreasonable; indeed, adoption of this position would in our opinion have discredited CAUT's defence of tenure as a buttress of academic freedom and have caused grave damage to CAUT.

In the event, a long series of negotiations, in which we participated, were undertaken with Father Malone, the President of Loyola University. This led to a settlement for Dr. Santhanam and, as Don Savage states, a resolution of the other points at issue, including a satisfactory procedure for the arbitration of appeals.

The basic issue upon which the majority of Council differed from its Committee on Academic Freedom and Tenure was one of philosophy. The Academic Freedom and Tenure Committee felt strongly that in cases where procedural failures had occurred these must be settled by formal adjudication. Council, on the other hand, agreed with the Executive Committee that, given the circumstances of this particular case, an 'out-of-court' settlement acceptable to CAUT was sufficient.

Don Savage was at that time part of a group that was fighting the good fight at Loyola; we respected his viewpoint and that of the group of which he was a member. However, our responsibility was to ensure and to enhance the reputation and credibility of CAUT itself, as well as to work for change at Loyola and other universities in which arbitrary exercise of power had compromised academic freedom and sound university governance. Censure of Loyola would have been incompatible with these goals; these were achieved by other means.

*Willard F. Allen, President CAUT, 1969-70*
*The University of Alberta*
*J. Gordin Kaplan, President CAUT, 1970-71*
*The University of Alberta.*

## Refuse to be exploited

Several articles in recent editions of this *Bulletin* have been devoted to Revenue Canada's insistence that academics realize a profit from their business activities. In accordance with that directive, I now refuse to give public lectures, appear on radio, television, or otherwise engage in the community service of informing the public without compensation. Given the unauthorized quotation and misquotation of my views on matters in the Punjab by the *Toronto Star* on June 8, 1984, I shall no longer supply background information to the press. It seems to me that if our service to the community is not properly appreciated, we in the academic profession should refuse to be exploited by profit-making enterprises.

*Arthur G. Rubinoff*
*Dept. of Political Science*
*University of Toronto*

## Book the victim

Further to my letter ("The Tax Man Bites", *CAUT Bulletin*, February 1984) are the two following reactions, which I am sure come as no great surprise.

I resent having to use, what little spare time there is, studying the ramifications of Revenue Canada's reassessment — my projected book (*Humour is no Laughing Matter*) is the "victim". Secondly, I have decided that, pending a change in emphasis by Revenue Canada as to what is or is not a legitimate expense deduction, I shall refuse invitations to, and not present papers at, International Conferences. In arriving at this decision I am in no way egotistically suggesting that by so doing Canada and the field of Art in general will be the obvious losers, but I am saying that if we multiply the foregoing situation a hundred or a thousandfold this might well be the case. Censorship as Mr. Oney suggested can be financial as well as political — how true.

*Prof. F.L. Marcuse*
*Dept. of Psychology*
*University of Manitoba*


## Université de Montréal: Economique

Professeur en sciences économiques.

Qualification requise: détention d'un Ph.D. en économique ou être dans la phase finale de la rédaction de la thèse de Ph.D.; aucune restriction sur les champs de spécialisation mais, à qualité égale, les candidat(e)s spécialisé(e)s en macro-économique théorique et appliquée et en théorie monétaire seront préféré(e)s.

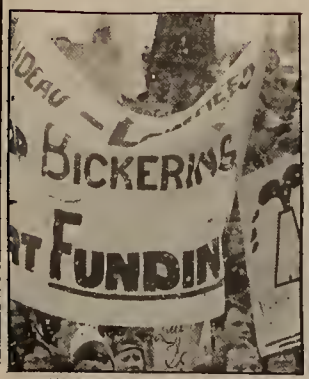
Description du poste: enseignement aux trois cycles d'étude, encadrement des étudiants gradués et recherche.

Date d'entrée en fonction: ouverte.

Traitement: selon la convention collective.

Faire parvenir la plus tôt possible votre curriculum vitae (avec un dossier académique complet lorsque pertinent) et trois noms de personnes pouvant vous recommander à: **Professeur Robert Lacroix, Département de sciences économiques, Université de Montréal, C.P. 6128, Montréal, P.Q. H3C 3J7.**

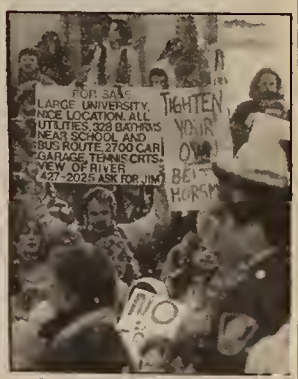
# The crisis in higher education



Alberta students protest underfunding.

The balance of the eighties is likely to be a crucial and perhaps difficult time for the universities. Universities, of course, have always had problems with the powers that be. However, in Canada in the next few years governments will be faced with fundamental choices, particularly in the area of funding. The current arrangements simply do not work. As CAUT told the Macdonald Royal Commission in December 1983, both levels of government engage in competitive cost cutting in the area of post-secondary education and then each blames the other for the shortfall. It is not surprising that the present financing system is so durable since it allows an almost complete lack of accountability on the part of provincial and federal politicians.

This special section of the *CAUT Bulletin* is designed to show you some of the dimensions of the crisis at both levels of government. What has happened in British Columbia? What is happening in Newfoundland? What does the Bovey Commission mean for Ontario? What accounts for the onslaught of the PQ government in Quebec on the universities? Where does the federal government stand in all of this? What will Dr. Al Johnson recommend to the Secretary of State? What will the Macdonald Commission say? How will all this affect the quality of the universities and their accessibility to students?



Protest at U. of Alberta in Spring, 1982.

The federal government plays a substantial role in the funding of Canadian universities. It transfers $2 billion in cash annually to the provinces. In 1977 it transferred tax points to the provinces (which are currently valued also at about $2 billion). It funds the three research agencies to the tune of $153 million annually for the Medical Research Council, $280 million for the Natural Sciences and Engineereing Research Council, and $53 million for the Social Sciences and Humanities Research Council. It pays part of the cost of student aid. This currently amounts to over $150 million a year. In addition, the federal government contracts a large amount of research — over $100 million a year — to universities and to individual researchers.

Between Confederation and the Second World War, the federal government was involved in a small way in university funding. This was mainly in the form of assistance to research, agriculture, and the like. The formation of the National Research Council in 1916 was an important milestone in federal involvement in research. Then, in 1939, the Rowell/Sirois Royal Commission recommended a role for Ottawa in the financing of universities.

The scope of federal aid for universities grew rapidly immediately after the Second World War. It started with the assistance to veterans and then was put on a permanent basis by the Liberal government of Louis St. Laurent. Various forms of federal/provincial arrangements have been tried including direct grants to universities. However, in 1967-68, the Trudeau government changed the system to one of transfers to the provinces and very substantially increased the funds involved. They increased from $422 million to $1,894,000,000. Until 1976/77, these arrangements were on a matching dollar basis to cover the operating expenses of the universities. In the latter part of the period, the federal government placed a cap on the annual increase. It should be remembered that the capital expenses were met by the provinces and these were quite substantial during the decade of building in the sixties and early seventies.

The federal transfer arrangements changed dramatically in 1977. Previously, the funds had been tied, with the province receiving a dollar for every dollar it spent on operating costs. Now the funds for both medicare and postsecondary education were transferred unconditionally. They could be spent on roads if the province so desired. It is hard to know what was in the Prime Minister's mind when these new arrangements were made. He told the Canadian public that the purpose was to allow a new flexibility in federal/provincial relations. But it is hard to believe that the federal government did not know that the inevitable result would be for many of the provinces to lessen their financial commitment to the universities.

This in fact has happened in many of the provinces. Across the country university funding as a percentage of provincial budgets has steadily fallen.

In Ontario the funding per full-time equivalent student has fallen from fifth to last. The catastrophe in British Columbia is well known to the readers of the *CAUT Bulletin*. The provincial government is entering the second year of a three year programme to cut the budgets of its universities by 24 percent in real dollar terms while it has accepted increases in federal funding of $32,900,000 in 1983/84 and about $34 million in 1984/85. In Newfoundland the provincial government froze university salaries for two years. The Quebec government, which for a number of years was the most generous of the provinces, has in the last two years reversed course and drastically reduced its commitment to university education. Its support has gone down from $6,100 per student to $5,300 per student in constant dollars.

One unexpected result of the 1977 formula has been to escalate the federal cash contributions. Ottawa has attempted to offset this by making unilateral changes in the system. In 1982 it abolished a component of the 1977 agreement called the Revenue Guarantee. This resulted in a loss to the provincial treasuries of $780 million of which $250 million (32.1 percent of 780 million) may be attributed to postsecondary education. This year, through Bill C-12, it placed the 6 and 5 ceiling on the transfer payments although no such ceiling was placed on other transfers. This reduced the federal commitment by $118 million in the first year and by $270 million in the second year.

In many ways this is a process of mystification. The system and its history is so complicated that few people truly understand it. This is what allows both levels of government to blame the other while they both continue the process of reducing their commitments to university funding. It is also what prompted the CAUT annual Council to adopt a position in regard to federal financing. In May of this year, the Council proposed that there should be a Canada Postsecondary Education Financing Act which would set out a formula for federal funding based on incentives rather than penalties. CAUT proposed that the existing transfer system be maintained but that provinces be required to spend the money on universities. It further recommended that the funds cut in 1982 and 1984 be restored, but only if the provinces put up money of their own.

## Expenditures on university education by function per student (using full-time equivalents) (in constant dollars)

| YEAR | INSTRUCTION | NON-CREDIT COURSES | LIBRARIES | GENERAL ADMINISTRATION | PLANT MAINTENANCE | STUDENT SERVICES | RESEARCH | CAPITAL EXPENDITURES | STUDENT AID |
|---|---|---|---|---|---|---|---|---|---|
| 1970-71 | $4871.64 | $ 0.00 | $591.62 | $ 580.17 | $ 895.24 | $672.02 | $1078.32 | $2784.60 | $1134.55 |
| 1971-72 | 4657.23 | 75.80 | 566.84 | 1113.63 | 963.85 | 335.43 | 1055.58 | 2023.24 | 1047.19 |
| 1972-73 | 4812.22 | 68.59 | 566.05 | 935.89 | 1018.81 | 345.04 | 1097.84 | 1472.87 | 996.53 |
| 1973-74 | 4690.26 | 69.61 | 540.77 | 917.08 | 1029.54 | 340.52 | 1041.43 | 1221.58 | 1005.35 |
| 1974-75 | 4818.30 | 80.25 | 533.52 | 903.31 | 1035.44 | 354.09 | 1026.56 | 899.23 | 975.72 |
| 1975-76 | 4851.97 | 93.04 | 527.56 | 869.17 | 1048.49 | 320.68 | 986.51 | 856.63 | 923.08 |
| 1976-77 | 5004.23 | 103.44 | 547.61 | 907.91 | 1110.24 | 296.15 | 1031.09 | 575.37 | 859.43 |
| 1977-78 | 5132.67 | 100.17 | 577.31 | 921.72 | 1116.66 | 310.29 | 1100.50 | 696.84 | 834.21 |
| 1978-79 | 5096.74 | 110.64 | 542.37 | 917.27 | 1084.67 | 291.87 | 1167.27 | 711.94 | 843.49 |
| 1979-80 | 5088.84 | 128.90 | 533.48 | 887.58 | 1053.75 | 274.09 | 1182.77 | 708.74 | 783.99 |
| 1980-81 | 5062.72 | 135.97 | 531.04 | 886.23 | 1029.10 | 263.76 | 1163.85 | 720.13 | 779.52 |
| 1981-82* | 4800.98 | 123.69 | 487.18 | 842.45 | 968.35 | 263.48 | 1190.32 | 629.11 | ------ |

* — estimated
Source: STATSCAN publications

Crisis — p. 7

During the debate on Bill C-12, the Conservatives and the New Deomocrats offered a series of amendments. One of these was proposed by Conservative M.P. Flora MacDonald and was accepted by the government. It required the Secretary of State to report annually to the House of Commons on the expenditures in this area and to outline how federal goals were served by this funding. This provoked some vigorous debate in *Le Devoir* and some infighting in the Conservative Party. Nova Scotia Education Minister Terence Donahoe appeared before a Committee of the Senate to oppose the legislation on behalf of the Council of Ministers of Education. Nevertheless, the bill passed as amended.

At the same time, many of the Liberal candidates for the leadership of the federal party were expressing serious doubts about the present federal/provincial system. This no doubt was provoked by the situation in British Columbia, but represented a growing exasperation with the actions of the provincial governments in this area.

CAUT asked the three federal parties a series of questions during the election campaign. The answers appeared in the special election issue of the *CAUT Bulletin* August, 1984. They revealed some differences between the parties.

The Conservatives promised a dual role for the federal government. One role was to maintain on-going funding for basic operating costs through the existing EPF system. A second role was to promote particular priorities in research and training in consultation with the provincial ministers. Although the Conservatives opposed the cuts in 1982 and 1984, they expressly refused to make any commitment to restore them. The party commended the CAUT initiative in this area and promised further consultation.

For their part, the Liberals noted that federal funding had doubled under their stewardship, indicating their commitment to a significant federal role. They said they agreed with the general thrust of the CAUT *initiative in this area and wanted significant* reforms because they considered that the provinces were diverting money from higher education.

The NDP stated that it did not support the 1977 agreements and that it did endorse the general thrust of the CAUT initiative. It urged that the financial commitment of the federal government be increased.

At the time of writing in early August, none of the party leaders have given much time to the subject of postsecondary education. However, it is likely that the poorer provinces will press for an immediate renegotiation of the EPF agreements right after the federal election. A number of them are already teetering on the edge of financial disaster. This may mean that negotiations will commence earlier than was previously thought. Although some new arrangements will be negotiated between Ottawa and the provinces, it appears unlikely that the existing system will be renewed, regardless of who is in power.

*British Columbia*

# Outlook bleak on B.C. campuses

**by Michelle Morissette**

Last year was a long, rough one for British Columbia's universities and this year is likely to be even bleaker.

A 5 percent cut in 1984/85 operating grants to provincial universities, announced by the B.C. government in spite of an 8 percent increase in federal grants to the provinces, has forced universities to take drastic measures to deal with their most serious financial crisis since the 1930s.

The upshot is that their doors, considered for years to be the golden gateway to a better future — are now starting to swing shut.

Reduced provincial funding over the past few years had already generated hiring freezes, library cuts, increased classloads, building stoppages, overloaded equipment and less research.

This year, with the fat already well-trimmed, the cuts have gone deep into the muscle. According to officials, with a further five percent reduction likely, the cuts will reach the bone.

Here are some of the measures the universities have taken this past year.

All three universities have raised tuition fees by between 19 and 33 percent, and introduced differential fees for foreign students. Further hikes are planned for next year.

When combined with a B.C. government decision this year to eliminate student grants from its student-aid program — only loans are now available, with stringent criteria attached — students will be extremely hard hit.

Officials say replacing loans with grants will bring students' debt-load to around $20,000 and say the effect is already being felt, with fewer students applying this year, compared with the same time last year.

There's no doubt that universities will ultimately be restricted to the rich, the extremely bright and the dedicated in the future, they say.

Enrolment at all universities has been restricted and students will be turned away this fall. Even fewer students will obtain the courses of their choice in such high-demand areas as commerce or science. First year Commerce at the University of British Columbia, for instance, is expected to have 1,400 applicants for 400 places.

Other measures being taken by universities are as follows:

UBC has laid off 190 of its staff. Some 77 faculty positions have been vacated through early retirement or voluntary resignation.

The university was reluctant to proceed with outright firings following faculty's failure to ratify an agreement on termination procedures in case of fiscal exigency. However, president George Pedersen has warned that unless an agreement is reached soon he will have no choice but to proceed on his own.

Faculty at Simon Fraser University accept 2.7 percent salary cut.

Simon Fraser University and the University of Victoria have cut 23 to 28 full-time positions respectively.

Instead of proceeding with layoffs, Simon Fraser's faculty accepted a 2.7 percent salary cut, becoming the first faculty to accept a pay reduction at a major Canadian university since the 1930s.

Faculty and support staff salaries at UBC and the University of Victoria have been frozen for the second year in a row.

All three universities have begun cutting programs and courses. All three have set up committees to examine even deeper cuts in the future. At UBC, four programs in Education and two in the Faculty of Commerce and Business Administration have been cancelled.

All three universities have begun to take strong steps to improve their financial picture, both through private fundraising drives and through attempts to get the public to lobby for more provincial support.

A Day of Concern, for instance, has been organized for September 8 in downtown Vancouver. There, speakers from all sectors, administrative, faculty, students will speak on the current post-secondary education crisis in an attempt to gain public support.

However, few are holding their breath while waiting for the provincial government to change its attitude. UBC president George Pedersen has already told his faculty that there are likely to be even more severe cuts within the university this coming year, since he's been warned there is likely to be a further 5 percent reduction in provincial funds for 1985/86.

With further financial problems looming, Pedersen has warned the university community, and the faculty in particular, that the "university is of greater importance than any individual within it," and that "UBC may have to trade off its size and range of programs in order to maintain a high standard of excellence."

A negotiation committee has been working on the UBC faculty's position this summer and negotiations are expected to begin this fall.

While officials warn that the financial squeeze now being exerted on B.C.'s universities will have dire impacts in the future, the inevitable has already started.

With no increase in salaries, increased teaching loads and cutbacks in research facilities, faculty is starting to slip away. UBC has already lost at least seven faculty members since January and there are strong indications of many more to come.

"There's no doubt that we're going to see our best people leaving," says UBC faculty president Elmer Ogryzlo. "People here are only too aware that in places like California university funding has been increased by 21 percent.

"The problem here is that if they go they

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# *Consortium of National Scientific and Educational Societies*

The Consortium of National Scientific and Educational Societies is an informal body which meets regularly in Ottawa to exchange information and ideas on lobbying activities and to collaborate in areas of mutual interest and agreement. Initiated in 1976 by the CAUT and the Canadian Federation of Biological Societies, the group has now grown to about 30 members. Although any matter may be raised in this forum, most of the Consortium's activities centre on the question of funding of post-secondary education and research. Membership is open to any organization which has an interest in either of these two basic areas.

The following are members of the Consortium:

- Canadian Federation of Biological Societies
- Canadian Association of University Teachers
- Canadian Federation for the Humanities
- Canadians for Health Research
- Professional Institute of the Public Service
- Chemical Institute of Canada
- Canadian Medical Association
- Council of Canadian University Chemistry Chairmen
- Canadian Association of University Research Administrators
- Social Science Federation of Canada
- Canadian Association of Physicists
- Association of Universities and Colleges of Canada
- Canadian Psychological Association
- Association for the Advancement of Science in Canada
- Canadian Association of Graduate Schools
- Biological Council of Canada
- Canadian Federation of Students
- Canadian Society of Microbiologists
- Canadian Society for Clinical Investigation
- Institute of Electrical and Electronics Engineers — Canadian Region
- Canadian Geoscience Council
- Canadian Council of University Biology Chairmen
- Canadian Association of University Business Officers
- Canadian Institute of Food Science and Technology
- Association Canadienne-Francaise pour l'Avancement des Sciences
- Canadian Council of Professional Engineers
- Canadian Union of Educational Workers

# *Human rights retreat in British Columbia*

**by William W. Black**

After a tumultuous year, British Columbia has put in place a new Human Rights Act that, in many respects, weakens the protection against discrimination. The process began in July, 1983, when the Minister of Labour tabled a bill to replace the Human Rights Code that had been in effect since 1973. The next day, all of the human rights investigative officers were given notice that their positions were being abolished and were told to leave the building in mid-day. The following week, the government dismissed all of the members of the Human Rights Commission and fired the Director in charge of enforcement.

During the following months, opposition to the bill developed both inside and outside the province. The Canadian Association of Statutory Human Rights Agencies (CASHRA) publicly opposed the bill, as did the Chief Commissioner of the Canadian Human Rights Commission, Gordon Fairweather. In February 1984, the government allowed the bill to die on the order paper and appointed an advisory committee on human rights. A replacement bill, very similar to the earlier bill, was introduced in the legislature in April and enacted in May. The timing of events suggests that most of the decisions about the bill were made before the advisory committee reported. In July, a new Human Rights Council was appointed to administer the statute.

**"...a government cannot consult its own experts in the usual way if it proposes to eliminate the agency that employs those experts..."**

In the last two decades, legislation in Canada has, to a considerable degree, adopted a common approach to the protection of human rights. One prominent feature has been the emphasis on education with the objective of preventing discrimination before it occurs. A second feature has been an emphasis on conciliation and voluntary reconciliation of disputes. Statutes have been expanded to cover additional grounds of discrimination. Gradually, most jurisdictions have appointed full-time trained staff to adminster the legislation, and if a case goes to hearing, human rights agencies generally either present the complainant's case or provide counsel for the complainant.

More recently, human rights commissions have begun to achieve a greater degree of independence from government. Also, human rights enforcement has paid increasing attention to employment policies that unintentionally have an adverse impact on disadvantaged groups. For example, unnecessary height and weight requirements exclude disproportionate numbers of women, and layoffs based strictly on seniority can have unintended discriminatory effects when applied to occupations which women and minorities have only recently entered. Progress has not been uniform, but most jurisdictions have been moving in the same general direction.

The new Act in B.C. seems to reflect a conscious departure from the prevailing approach and a return to an earlier and less effective model of protection. The Act does not provide in any way for educational programs to combat discriminatory attitudes. Though the Act more explicitly prohibits discrimination on the grounds of physical or mental disability, the coverage is significantly narrowed by omitting a section dealing with discriminatory application forms and by eliminating protection for certain groups, including linguistic minorities, gay people and victims of age discrimination unless they are between tbe ages of 45 and 65. Protection against other grounds of discrimination such as pregnancy are put in doubt by the new Act. It is also unclear whether the Act covers employment policies having unintended discriminatory effects.

Enforcement will be less effective even in those cases still covered. For example, investigations will be conducted by persons normally assigned to other parts of the ministry rather than by full-time, trained human rights investigators. The Human Rights Council is given new and rather subjective powers to dismiss complaints, and there apparently will be less emphasis on conciliation. Even more significant is the fact that the new Human Rights Council apparently will not appear at a hearing on behalf of a complainant, and the statute does not provide for counsel to assist a complainant who may thus be deterred by the legal costs from seeking a remedy. The right of a review by the courts is also narrowed. The cumulative effect of the new procedures is to make it more difficult for even a well educated and sophisticated complainant to succeed. But the purpose of human rights legislation is to assist people who have been subjected to economic, social or educational disadvantage. The new obstacles are likely to make the Act least effective in protecting the groups most in need of legal protection.

It is not clear why these changes have been made. Originally, they were presented as a restraint measure, but the changes would result in little, if any saving, and the government seems to have abandoned the restraint argument during the year. A second possibility is that the government was not adequately advised before introducing the legislation. The minister responsible for human rights has alleged that the Human Rights Branch sometimes abused its enforcement powers and that portions of the 1973 Code were unduly vague. The allegations of abuses were supported by information that proved inaccurate, and the Act has been criticized as an inappropriate response, even assuming these problems existed. But a government cannot consult its own experts in the usual way if it proposes to eliminate the agency that employs those experts, and it seemed possible that the lack of advice caused the Minister to adopt inappropriate solutions to imaginary problems. Tbe fact that the government ignored most of the advice it received over the year, apparently including the advice of its own advisory committee, undermines the theory that the problems are due to lack of opportunity to consult, however.

**"...it is possible that the government concluded that freedom of commerce is more important than the rights protected by human rigbts statutes."**

A third possibility is that the new Act reflects an ideological commitment to reduce all forms of government regulation of business. The Fraser Institute has published a book arguing that inequality between different groups is largely illusory, and that market forces are the solution to such discrimination as exists. This theory is almost uniformly rejected by those familiar with the problem of discrimination in Canada. They note that there was almost no regulation in this area until very recently in Canada and that the laissez-faire approach coincided with blatant discrimination against women, native people and other groups. But it is possible the government concluded that freedom of commerce is more important than the rights protected by human rights statutes.

The recent experience in B.C. does raise the possibility that in difficult economic times, the interests of disadvantaged groups will be sacrificed. Moreover, the danger may not be limited to British Columbia. The Saskatchewan Human Rights Commission recently dismissed as director one of the most experienced Canadian human rights experts, and the Director responsible for enforcement in Quebec has not been extended security of tenure. It is too early to discern a trend in these events, and recent proposals by the Human Rights Commissions in Manitoba and Alberta to strengthen their legislation show the danger of generalizing. But human rights groups are concerned that the British Columbia approach will spread to other provinces, though perhaps not in as dramatic a fashion.

*Prof. Black is with the Faculty of Law at U.B.C. He is currently on sabbatical at the Human Rights Research and Education Centre. A longer version of his article will appear in a forthcoming volume of the Human Rights Research and Education Centre* Yearbook.

## Outlook bleak — p. 8

can't be replaced because we're going to be laying off anyway. The quality is slipping fast. Within a year or two it could go entirely. Morale has never been lower."

Meanwhile officials warn that overall results will be:

☐ Frustration, bitterness and social unrest as young people in B.C., which already has one of the lowest university participation rates in Canada, are unable to get the education and the careers they want.

☐ Increasingly elite populations in B.C. universities as higher tuition fees and cancellation of student-aid grants make it harder for lower- and middle-income students, especially from rural areas, to attend. The extremely bright, who are eligible for financial aid from the universities, the extremely dedicated and the wealthy will have the best chance at campus life.

☐ Too few British Columbians being trained for the high-technological jobs that will be important in the future, meaning people will have to be imported to do them.

☐ Higher stress and competition among students in universities as they battle to get into limited-enrolment programs.

☐ The reputation of B.C. universities being damaged due to the departure of faculties for greener pastures.

☐ B.C.'s economic future being damaged because universities won't have the resources, the research and background necessary for the province to develop in high-technology and other areas.

*Michelle Morissette is a Vancouver education writer and regular contributor to the* Bulletin.


British Columbia's Children's Hospital

**MEDICAL VIROLOGIST**

A vacancy exists at the Children's Hospital for a Virologist. Applicants should hold a Ph.D. or an M.D., with Fellowship of the Royal College of Physicians or equivalent qualifications, and should have had practical diagnostic laboratory experience. Demonstrated capabilities in research and teaching will also be required. The successful candidate will be eligible for appointment at an appropriate faculty rank in the Division of Medical Microbiology of the Department of Pathology at The University of British Columbia.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please direct enquiries to:

**Dr. J. D. Anderson,**
**Program Head, Division of Microbiology,**
**Department of Pathology,**
**British Columbia's Children's Hospital,**
**4480 Oak Street,**
**Vancouver, B.C. Canada V6H 3V4**
**Telephone: (604) 875-2345, Local 7464**

*Ontario*

# The Bovey Commission

**by Sarah Shorten**

The Commission on the Future Development of the Universities in Ontario, announced by Ontario Minister of Colleges and Universities Bette Stephenson in December, 1983, continues at work.

The terms of reference of this commission were published in the May 1984 issue of the *Bulletin*. The first of these speaks of the development of an "operational plan which, without reducing the number of universities in Ontario, provides for more clearly defined, different and distinctive roles for the universities of Ontario in order to maintain and enhance the quality of university education by ensuring the appropriate concentration of academic strengths in areas of intellectual and social importance".

The commission is also instructed to explore university access in terms of "economic realities" and a "differentiated university structure". It is to investigate the area of formula funding to fit the new reality, which will ensure accountability while preserving university autonomy. It is to explore the need for "mechanisms of regulation, coordination and the provision of advice to government" and clarify the role of the advisory council in the "context of a new differentiated university structure".

It has seemed to us at the CAUT, and to our colleagues at OCUFA, all along, that these terms of reference changed nothing of the essential message of Dr. Stephenson's speech of last December 15. The Commission is charged to operate on a set of assumptions, which have not been either argued or justified. These include the view that role differentiation is the route to quality and to accountability in Ontario's universities.

In June 1984, the first report of the commission was issued. This document, *Ontario Universities 1984: Issues and Alternatives*, opens with an introductory section in which the commission explicitly recalls and quotes the words of the minister. In particular they speak of her instruction that alternatives be explored at the "operational level"; they identify a "continuing necessity for prudence in the expenditure of government funds"; they recall the warning that fundamental changes may be necessary to some or all of the institutions, in the search for university differentiation. While the minister stated that university funding will not differ substantially from what "would normally be allocated" (whatever *that* means), the premier has made a commitment to "due consideration" of additional funds to "facilitate faculty renewal and adjustments" arising from recommendations of the commission.

We witness in all of this an interesting linguistic development. "Operational level" apparently means "don't worry about whether it makes sense, just decide how it can be *done*". "Prudence" is the euphemistic screen behind which is concealed the ill-defended view that university spending is insufficiently accountable, and excessive. "Fundamental changes" are not clarified: short of actual extinction, which the minister has ruled out, this term could mean virtually anything. "Faculty renewal" can be read to mean "faculty removal". In the new language of university planning, terms are tastefully draped around ideas in such a way as to mask their contours and lull the listener. This language may be politically advantageous to its users: it seems to me intellectually distasteful.

*Issues and Alternatives* reflects the view of the commissioners that they are constrained by the instructions given in their terms of reference. While the questions posed to the Ontario community in this paper are framed carefully and with an attempt to encourage positive thinking, they remain obedient to the task the commissioners have accepted.

There is one question so paramount that it does not even have a number, and occurs in the preface, before even the introduction. It reads as follows:

> What does your university (or institution) consider to be its distinctive character and role among the range of Ontario universities? Given the funding premise outlined in the introduction to the terms of reference of the Commission, and given the current profile of activities within your institution, what do you envisage as the appropriate areas of activity upon which to focus development and expansion within your institution? Which areas might be contracted or eliminated over the next decade or so?

This invitation to the universities to assume that they are different, and to suggest ways to become more different, reflects the presuppositions of this entire exercise being played out in Ontario. The majority of the rest of the paper comprises the presentation of a series of fifty questions. These focus on questions of quality (utilization of resources, interuniversity links, use of technology, usefulness of specialized institutes), accessibility (across population groups, connection with testing/standards for admission, access to professional programs), adaptability (program closures, faculty adjustment), balance and differentiation, funding arrangements for differentiation and adaptability, interinstitutional planning and co-ordination.

The questions are most directly addressed to the universities themselves. However, it is to be expected and hoped that the committee will receive a very wide range of briefs from groups of all kinds. With the encouragement of OCUFA, a brief is being forwarded to the commission by the CAUT, and we have also requested a hearing. The deadline for the receipt of briefs is August 20th, and the commission will then be conducting hearings in September. Twenty-two working days have been set aside, several in Toronto, and others in university centres around the province. CAUT has joined with OCUFA and other groups in advising Mr. Bovey that this is indeed a brief period of time, and seeking assurance that all interested parties will have a genuine opportunity to articulate their views and concerns before the commission. We have also recommended that there be an opportunity for hearings after publication of the commission's report later this fall.

The CAUT brief to the commission will stress the intrinsic nature of the university, its mandate in teaching and research and the interconnection between these two activities, the centrality of the core disciplines in the liberal arts and sciences, and the consequent centrality of the concepts of academic freedom, and individual and institutional academic autonomy.

We will continue to provide reports in the *Bulletin* as events unfold in Ontario.

# *CAUT policy and Political Action Committee*

The Policy and Political Action Committee was created in 1983 by the CAUT Board to increase the effectiveness of CAUT lobbying and to oversee all such operations. Last year the main work of the Committee was to create the CAUT proposal for a new system to govern federal/provincial relations, reform of the tax system to end inequities for university researchers, and the submission of a brief to the Macdonald Royal Commission on the Economy. This coming year the Committee will be concerned with a submission to the Bovey Commission, study on student aid and student fees, the CAUT response to the Symons/Page Report, affirmative action, and the ongoing work of CAUT in regard to federal funding. The current members are:

A.R. Sharp (Physics) U.N.B. — *Person Chairing*
S.J. Shorten (Philosophy) Western Ontario
E.O. Anderson (Continuing Education) Manitoba
D. de Vlieger (Political Science) Regina
D. Milne (Political Studies) U.P.E.I.
D.C. Savage (Executive Secretary) CAUT
R.C. Levesque (Associate Executive Secretary) CAUT


## ST. THOMAS UNIVERSITY

Invites nominations and applications for appointment to:
**THE CHAIR OF NATIVE STUDIES, 1985-86**
Applications should be accompanied by a curriculum vitae and nominations should include a biographical outline. All documentation for the position should be submitted to:

**Dr. William A. Spray**
**Secretary**
**Selection Advisory Committee**
**St. Thomas University**
**P.O. Box 4569**
**Fredericton, N.B.**
**Canada**
**E3B 5G3**


## University enrolment for Canada by level, registration, sex and age (1971-72 and 1981-82)

### Undergraduates

| | FULL TIME | | | | | | PART TIME | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 18-24 Years | | Over 25 Years | | Total Reported | | 18-24 Years | | Over 25 Years | | Total Reported | |
| YEAR | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| 1971-72 | 129,775 | 84,443 | 20,559 | 7,982 | 150,334 | 92,425 | 8,477 | 11,459 | 23,271 | 26,855 | 31,748 | 38,314 |
| 1981-82 | 162,103 | 143,166 | 27,128 | 22,355 | 189,231 | 165,521 | 23,224 | 29,472 | 64,699 | 102,090 | 87,923 | 131,562 |
| Growth | 32,328 | 58,727 | 6,569 | 14,373 | 38,897 | 73,096 | 14,747 | 18,013 | 41,428 | 75,235 | 56,175 | 93,248 |
| % growth | 24.9% | 69.5% | 32.0% | 180.1% | 25.9% | 79.1% | 174.0% | 157.2% | 178.0% | 280.2% | 176.9% | 243.4% |

### Graduates

| | FULL TIME | | | | | | PART TIME | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 18-24 Years | | Over 25 Years | | Total Reported | | 18-24 Years | | Over 25 Years | | Total Reported | |
| YEAR | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| 1971-72 | 6,846 | 2,672 | 14,807 | 3,853 | 21,653 | 6,525 | 951 | 405 | 8,997 | 2,516 | 9,948 | 2,921 |
| 1981-82 | 6,862 | 4,825 | 22,701 | 12,771 | 29,563 | 17,596 | 1,338 | 994 | 17,915 | 12,143 | 19,253 | 13,137 |
| Growth | 16 | 2,153 | 7,894 | 8,918 | 7,910 | 11,071 | 387 | 589 | 8,918 | 9,627 | 9,305 | 10,216 |
| % growth | 0.2% | 80.6% | 53.3% | 231.5% | 36.5% | 169.7% | 40.7% | 145.4% | 99.1% | 382.6% | 93.5% | 349.7% |

# La Commission Bovey: une mise à jour

**par Robert Léger**

Comme nous l'avons rapporté dans le *Bulletin* de février 1984, le ministre des Collèges et universités de l'Ontario, Mme Bette Stephenson, annonçait la formation d'une commission chargée d'étudier le rôle futur des universités de l'Ontario. Les membres de la commission ont maintenant été nommés et sont: M. Edmund Bovey, anciennement président de Norcen Energy Resources Ltd qui a aussi été membre du Conseil des gouverneurs de l'Université Guelph; M. J. Fraser Mustard anciennement Vice-président aux sciences de la santé à l'Université McMaster et maintenant président de l'Institut canadien de la recherche avancée et M. Ronald L. Watts, recteur et vice-chancelier de l'Université Queen's. M. Bovey préside la commission.

Le mandat de la commission a aussi été annoncé et a été publié dans le *Bulletin* du mois de mai.

La Ontario Confederation of University Faculty Associations (OCUFA) a réagi vigoureusement à l'annonce de ce mandat. L'OCUFA a dénoncé en particulier l'ordre du jour d'intervention et de contrôle implicite dans l'annonce de la formation de la commission par le gouvernement ontarien. Elle s'oppose aussi au changement de politique concernant l'accessibilité qui semble aussi implicite dans le mandat de la commission.

L'OCUFA a commencé une campagne de relation publique dans le but d'attirer l'attention du public sur les effets désastreux de la mise en place d'un tel ordre du jour pour les universités ontariennes. L'Association canadienne des professeurs d'université (ACPU) a décidé d'aider financièrement cette campagne par un don de 15 000 $ et par un prêt à l'OCUFA.

L'ACPU a aussi fait part de ses inquiétudes au ministre Stephenson en lui faisant parvenir une lettre. Dans celle-ci, l'association s'inquiète devant la possibilité que la commission Bovey serve à continuer la politique de coupure des octrois aux universités. De plus l'ACPU s'oppose aux attaques contre l'autonomie des universités et la volonté d'ingérence dans les affaires universitaires du gouvernement de l'Ontario. Finalement, la missive de l'ACPU questionne les changements de politique du gouvernement Davis concernant l'accessibilité des étudiants. Elle rappelle au ministre que les amérindiens, les minorités ainsi que les classes défavorisées de notre société sont sous-représentés à l'université.

Rappelons que la Commission Bovey a été formée après des années de sous-financement des universités par Queen's Park. L'an dernier les universitaires ontariens faisaient face au contrôle des salaires alors que cette année il y a un contrôle de facto étant donné les directives du gouvernement aux universités.

Le président d'OCUFA, Bill Jones, illustrait bien ce sous-financement des universités ontariennes lorsqu'il déclarait au *Devoir* (28 juin 1984): "L'Ontario dépense moins par chaque étudiant universitaire que toute autre province au Canada. Si l'on pousse plus loin la comparaison, on constate qu'elle se trouve loin en arrière au chapitre des subventions d'opération par étudiant et per capita."

L'ACPU est en train de préparer un mémoire qui sera présenté à la commission Bovey. Ce mémoire traitera de la place des universités dans la société canadienne, de l'accessibilité des étudiants à l'enseignement supérieur, du concept d'une éducation humaniste, de la place de choix des universités ontariennes à l'intérieur du système universitaire canadien, de la recherche universitaire, d'une comparaison entre l'Ontario et certains états américains, de la profession d'universitaire et enfin, des défis que pose le futur.

Registration lineup at Carleton in Fall 1983


**Dalhousie University**
**Faculty of Arts and Science**

**DEAN**

The current term of the Dean of the Faculty of Arts and Science comes to an end in June, 1985. Persons interested in making application for the position should write to the Secretary of the Advisory Committee, giving full details of teaching, research and administrative experience, and including the names of referees who can be contacted by the Committee.

The Faculty of Arts and Science is made up of over twenty separate departments. The Dean is expected to provide academic leadership to the Faculty, and is responsible for advising the President on appointments, promotions, tenure, and budgetary matters relating to the Faculty.

All replies will be treated in confidence. Replies should reach the Secretary no later than September 30, 1984.

K.A. Dunn
Secretary, Advisory Committee on the Deanship
Department of Mathematics, Statistics & Computing Science
Dalhousie University
Halifax, Nova Scotia
Canada, B3H 4H8

UNIVERSITY of WINNIPEG

MENNONITE STUDIES CENTRE DIRECTOR

The University of Winnipeg is seeking the first Director of the Mennonite Studies Centre, which has been established as the result of a gift from a private foundation, to carry out teaching, research and community service in aspects of Mennonite life. The Centre will be closely related to the Chair in Mennonite Studies, which was established at the University five years ago. The Director, who will report to the Vice-President (Academic), should have a proven record in research, administration and fund-raising. Salary will be commensurate with experience and qualifications. The appointment will commence January 1, 1985.

Application, accompanied by a curriculum vitae and the names of three referees, should be submitted by October 15, 1984 to:

A. Ross McCormack
Vice-President (Academic)
The University of Winnipeg
515 Portage Avenue
Winnipeg, Manitoba
R3B 2E9

**The University of British Columbia**
Faculty of Pharmaceutical Sciences

**DEAN**

Applications and nominations are invited for the position of Dean of the Faculty of Pharmaceutical Sciences, effective January 1, 1985. The faculty comprises 30 full-time faculty members plus a large number of clinical and part-time faculty members, 25 graduate students and 365 undergraduate students. The faculty offers the Bachelor of Science in Pharmacy degree program as well as M.Sc. and Ph.D. programs in several areas. The faculty is not departmentalized, but it is divided into five divisions: Pharmaceutics, Clinical Pharmacy, Pharmaceutical Chemistry, Pharmacology and Toxicology, and Pharmacy administration.

The faculty of Pharmaceutical Sciences offers opportunities for research and advanced study leading to the degrees of Master of Science and Doctor of Philosophy in the fields of Biopharmaceutics, Clinical Pharmacy, Pharmaceutics, Pharmaceutical Chemistry (including Medicinal Chemistry and Natural Products), Pharmacology, Toxicology and Bionucleonics.

The successful candidate must be recognized internationally in a field of research that enhances the activities of the faculty and will provide research leadership for the faculty. The dean will have proven administrative ability and will be dedicated to excellence in teaching. In addition, the dean must maintain active links with the profession. The salary for this senior academic position is negotiable.

Applications should be sent to Dr. Robert H.T. Smith, Vice President, Academic, University of British Columbia, 6328 Memorial Road, Vancouver, British Columbia V6T 2B3 no later than October 15, 1984, and must include a curriculum vitae, a list of publications and the names of three referees.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The University of British Columbia offers equal opportunities to both female and male applicants.

British Columbia's
Children's Hospital

MEDICAL MICROBIOLOGIST

A vacancy exists at the Children's Hospital for a Medical Microbiologist. Applicants should hold an M.D., with Fellowship of the Royal College of Physicians or equivalent qualifications, and should have had practical diagnostic laboratory experience. Demonstrated capabilities in research and teaching will also be required. The successful candidate will be eligible for appointment at an appropriate faculty rank in the Division of Medical Microbiology of the Department of Pathology at The University of British Columbia.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please direct enquiries to:
**Dr. J. D. Anderson,**
**Program Head, Division of Microbiology,**
**Department of Pathology,**
**British Columbia's Children's Hospital,**
**4480 Oak Street,**
**Vancouver, B.C. Canada V6H 3V4**
**Telephone: (604) 875-2345, Local 7464**

## Censured Administrations

**The following university administrations are under CAUT censure:**

President and Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980

**Note:**
1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin.*
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association publications and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Suite 1001
Ottawa, Ontario
K1P 5E7

*Newfoundland*

# Gov't. intrudes into Memorial's academic affairs

**by John Evans**

Newfoundland is typical of those small provinces in which the university is perceived by the public to be absorbing a large part of the provincial budget. Intrusion by the government into the running of the university is taken as a fact of life by administrators and politicians. This intrusion takes the form of expectations in the minds of the politicians that the university administation and Board of Regents will do what they are told. More serious is the indirect influence over academic policies that the government exerts through its control of the detail of the university's spending.

It is important to note that the government does not pass on all of the money it receives under EPF for post secondary education to the university and other appropriate targets. Nevertheless, its recent intrusion into the affairs of the university has been on the grounds that it needed to economize. The attitude of the university administration has been one of cooperation with the government. When requested, its members have implemented the government's directives.

The faculty at Memorial are not unionized so that, in their case, the issue of interference in collective bargaining processes has not arisen. It has, however, arisen for other employees of the university who have been caught in the government's squeeze.

Direct interference in the university's budget started last year when the government found itself in the awkward position of having overestimated its revenue and underestimated its expenses. It therefore imposed a limit of 4 per cent on salary increases for workers in the public sector. Although the announcement did not specifically refer to the university, the President of the University informed the Faculty Association that the government expected the policy to apply to faculty members. The statutory responsibility of the Board of Regents for the fiscal control of the university was thus abrogated, without protest from the Regents.

In the same fiscal year, the government called back a portion of the operating grant it had already given to the university. The exact amount recalled is difficult to specify — some transfers were made between the current account and small capital account — but it was in the range of $2 - 3 million. The government argued that the university had to take a relatively large cut because it was one of the largest single items in the budget of expenses. This meant that the proportion of EPF that was passed onto the university was even further reduced. It was noted by some commentators at the time that the amount of money that the government had to find was equal to a major cost overrun on a large hydro scheme that had run into construction difficulties.

This year, just before the health care workers were about to begin their contract negotiations, the government announced a two year freeze on salaries. This time, in his public announcement, the Premier made a point of including university faculty. This limitation of income of all the workers in the university, including the faculty, had been used in the calculation of the operating grant. The increase in the grant was 0.2 percent.

At the time that the Faculty Association (MUNFA) was informed of this situation, it wrote to the government complaining about the direct control being exercised by the government over the university's budget. MUNFA also wrote to the Board of Regents asking that they stand up to the government and reject its intrusion into the administration of the university budget and hence its breach of the autonomy of the university. The university act under which Memorial is established gives specific responsibility for the financial administration of the university to the Board. Unfortunately, the Board had no intention of saying anything in public that could be taken as a criticism of the government. It replied to MUNFA that while its views were well known on the subject of government interference it would not make them public.

For a long time, as in many other provinces, the government has maintained tight control over general university operating grants and capital expenditures. But now, in exerting control over that part of the budget which is set aside for wages, it is intruding even further into academic matters.

The university, facing a large increase in enrollment in September 1984, has been told that the government expects all qualified students to be accepted. The university President has informed the Faculty Councils that different 'instructional strategies' will have to be found to deal with this influx. Whether the large numbers of students expected this fall will be provided with an adequate university education is no longer an academic decision; the government, through its control of the purse strings and demands on entrance policy, now reaches into the university to prejudge the matter.

*Prof. Evans is with the Department of Psychology at Memorial University and is Treasurer of the CAUT.*

## CAUT BULLETIN

### 1984-85 ADVERTISING COPY DEADLINES

| Issue dates | Deadline dates |
|---|---|
| December 1, 1984 | October 26, 1984 |
| February 1, 1985 | December 20, 1984 |
| April 1, 1985 | February 25, 1985 |
| May 1, 1985 | March 26, 1985 |
| June 1, 1985 | April 30, 1985 |

*Québec*

# Le gouvernement donne d'une main ce qu'il a enlevé de l'autre

*Université de Québec à Montréal*

**par Eric Devlin**

Le gouvernement québécois a pratiqué de sévères coupures dans les budgets des universités. Mais parallèlement, le virage technologique qu'il a voulu imposer à la société québécoise a eu des retombées positives sur les universités.

**Les compressions**

Pour la prochaine année, les universités québécoises assumeront 10% des réductions de dépenses que s'impose le gouvernement, soit 22,2 millions de dollars. Pourtant, le fonctionnement des universités ne compte que pour 3,5% des dépenses du gouvernement.

La loi 70 symbolise bien les coupures draconiennes qui ont été effectuées ces dernières années. Adoptée en juin 82, cette loi permettait au gouvernement de diminuer de 19,45% pendant trois mois les salaries de 32 000 syndiqués travaillant dans les universités. Le gouvernement a ainsi récupéré 52 millions de dollars.

Les compressions budgétaires se sont également faites sentir sur les frais de scolarité payés par les étudiants étrangers; ils passeront de 4350 à 5800 dollars. Par ailleurs, les étudiants canadiens désirant s'inscrire dans une université québécoise devront maintenant débourser 1000$ au lieu de 500$.

Les coupures gouvernementales ont également pris des formes déguisées. Ainsi, les plans quinquennaux d'investissements universitaires ont été considérablement réduits. Les universités se trouvent donc forcées de louer des espaces en prennant l'argent à même leur enveloppe de fonctionnement. Pourtant il en coûterait beaucoup moins cher à moyen terme de construire que de louer.

Dans certaines universités, la situation est tragique. Par exemple, l'Université du Québec à Montréal loue le tiers de ses espaces. Selon le Conseil des universités, les espaces et les équipements dont dispose le réseau universitaire québécois sont nettement moindres, toutes proportions gardées, que leurs équivalents ontariens. En 1982-83, les frais de location des universités québécoises s'élevaient à 20 millions de dollars alors qu'en Ontario, ils ne dépassaient pas 1,5 millions.

**Le "Baby-Boum" de la crise**

A ce problème d'espace et d'argent s'ajoute une arrivée massive d'étudiants, qui vient contredire toutes les prévisions faites ces dernières années quant aux répercussions négatives du déclin démographique sur les clientèles universitaires. L'automne dernier, les effectifs à temps complet ont subi une hausse de 6,3%. Mais comme les budgets d'équipement n'ont pas suivi cette courbe ascendante, les universités se sont retrouvées avec de petits problèmes comme au département d'informatique de l'Université de Montréal où il y avait 23 terminaux pour 600 étudiants...

Les facultés de génie, d'administrations et d'informatique ont connu les plus fortes hausses de clientèle.

Pour le ministère de l'Éducation, l'augmentation des populations étudiantes est un phénoméne conjoncturel qui se résorbera trés vite avec la reprise économique. Il n'en donc pas compte pour le calcul d'espace en propriété.

Le Conseil des universités nie l'argumentation du ministére et y voit une autre forme de coupures budgétaires. Pour le Conseil, il s'agit plutôt d'un phénoméne structurel qui prend racine ailleurs que dans la crise économique. Il y a d'abord la scolarisation accrue des Québécois qui incite les jeunes à poursuivre leurs études. Par ailleurs, les francophones n'ont pas encore atteint un taux de fréquentation universitaire égal à celui des anglophones. Les femmes effectuent également un rattrapage en s'inscrivant en plus grand nombre dans les universités.

Au cours des cinq dernières années, 17 000 étudiants sont venus grossir les inscriptions dans les universités sans qu'aucune ressource supplémentaire ne soit accordée. Cette situation devrait être en partie corrigée en septembre car des crédits additionnels seront débloqués. Cependant ces crédits ne seront alloués que pour les nouvelles clientèles reliées au virage technologique. Cette orientation des fonds aux universités pourrait signifier une marginalisation des secteurs comme les sciences lettres, les arts ou l'éducation.

**Vieillissement du corps professoral**

La loi abolisant l'âge obligatoire de la retraite a aussi durement touché les universités. D'une part, leur budget réduit ne leur permet plus d'engager de professeur. D'autre part, les professeurs ne sont plus obligés de prendre leur retraite. Les universités se retrouvent donc avec un nouveau problème: le vieillissement du corps professoral.

**La recherche est favorisée**

Parallélement aux coupures de budget, le gouvernement a décidé d'accorder priorité à la recherche. Ainsi l'Etat québécois dépensera 77,2 millions de dollars en trois ans pour la mise sur pied de six centres de recherche.

Le gouvernement fédéral a aussi été très généreux envers le Québec en investissant 144,5 millions de dollars pour la construction ou l'agrandissement de centres de recherche. Depuis cette annonce en mai 1983, le gouvernement fédéral a décidé de construire deux autres centres de recherche au Québec: un en électrochimie et l'autre en optique.

Au cours des derniéres années, le gouvernement du Québec a structuré ses interventions dans le domaine de la recherche en créant un ministère de la Science et de la Technologie et une agence de valorisation industrielle de la recherche. Par ailleurs, le plan de relance économique du gouvernement du Québec prévoit le financement sur trois ans de 40 nouvelles équipes de recherche au coût de 27 millions de dollars dans les secteurs identifié dans le virage technologique.

Pour plusieurs observateurs de la scène universitaire, l'action du gouvernement se résume à dire qu'il donne d'une main ce qu'il a enlevé de l'autre.

*Eric Devlin est pigiste et collaborateur à la Revue Nouvelles Universitaires de la FAPUQ.*


**Kingston, Frontenac & Lennox & Addington Health Unit**

**Position of Medical Officer of Health**

Applications are invited for the position of Medical Officer of Health in the Kingston, Frontenac & Lennox & Addington Teaching Health Unit — affiliated with Queen's University. Applicants must have superior professional and academic qualifications as well as demonstrated management skills, leadership qualities and an ability to communicate effectively.

The successful applicant will participate in the planning and development of this Teaching Health Unit and, subsequently, be required to provide leadership in the operational aspects of this new activity.

Essential professional qualifications are that the applicant should be a physician eligible for a full general licence with the Ontario College of Physicians and Surgeons; possess a Fellowship in Community Medicine with the Royal College of Physicians and Surgeons of Canada (or its equivalent) and have prior experience in Community Medicine/Public Health.

Salary will be negotiable and commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply.

Applications should be submitted to Dr. H.G. Kelly, Chairman — Search Committee for an MOH, 26 Barrie Street, Kingston, Ontario K7L 3J7, Tel. (613) 547-3148.

**Acadia University**

**DIRECTOR**

**The Jodrey School of Computer Science**

Applications are invited for the position as Director of the Jodrey School of Computer Science effective July 1, 1985.

The successful candidate should be an experienced academic and administrative individual who can provide strong leadership in the development of research activities and academic programmes at both the undergraduate and graduate levels.

Written nominations or applications for the position, accompanied in the latter case by a detailed résumé outlining academic qualifications, teaching and research experience and the names of three referees, should be submitted by December 1, 1984, to: **Dr. W.R. MacDonald, Vice-President (Academic), Acadie University, Wolfville, Nove Scotia B0P 1X0.**

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

**THE UNIVERSITY OF WESTERN ONTARIO**

*Invites Nominations and Applications for the Position of*

**PRESIDENT and VICE-CHANCELLOR**

The President and Vice-Chancellor is the chief executive officer of the University and Chairman of the Senate.

The term of office will commence on or before July 1, 1985. Candidates must be Canadian citizens. Written applications or nominations should be accompanied by a résumé of qualifications and will be received until November 1, 1984, by:

**Mr. W.A. Jenkins, Chairman, Presidential Selection Committee, Room 290, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8**

"An Equal Opportunity Employer"

# Bora Laskin fellowship

PUBLIC ARCHIVES OF CANADA — PA-135728

CAUT Milner Memorial Award presentation to Bora Laskin (centre) May 1971.

The Federal Government has announced the establishment of The Bora Laskin National Fellowship in Human Rights Research to be awarded annually in honour of the late Chief Justice of the Supreme Court of Canada.

Bora Laskin was president of CAUT in 1964-65 and was instrumental in developing procedures to guarantee due process and academic freedom in Canadian universities.

The award will take the form of a one-year fellowship for research on themes and issues relevant to human rights in Canada, and is intended to encourage multi- and inter-disciplinary research, and the development of expertise in the field of human rights involving the arts, humanities, social sciences, as well as journalism and law.

The fellowship is valued at up to $45,000, with an additional $10,000 for travel and research expenses. Although awarded by the Secretary of State, the fellowship will be administered by the Social Sciences and Humanities Research Council.

Candidates should possess a graduate degree in one of the fields to be addressed by the research, and should be Canadian citizens or permanent residents of Canada. Preference will be given to those who have at least five to fifteen years of proven experiences in their field.

Deadline for receipt of applications for the first award for 1985-86 will be October 31, 1984. Details of the fellowship are being distributed to some 800 individuals and organizations, including university presidents, information officers, deans of graduate studies and law, the Learned Societies, etc. In addition, information is available from: Fellowship Division, Social Sciences and Humanities Research Council, P.O. Box 1610, Ottawa, Ontario. K1P 6G4.


# DALHOUSIE UNIVERSITY

## FACULTY OF GRADUATE STUDIES

## Application for Dean of the Faculty

The current term of the Dean of Graduate Studies comes to an end in June, 1985. Persons interested in making an application for the position should write to the Chairman of the Advisory Committee, giving full details of teaching, research and administrative experience. Names of referees who can be contacted by the Committee should also be included.

The Faculty of Graduate Studies is made up of about 40 academic units throughout the university which offer Graduate Diplomas and Masters and Ph.D. degrees. The Office of the Dean is responsible for the admission of graduate students, the administration of all graduate programs, scholarships and fellowships (pre- and post-doctoral) as well as advising the President on budgetary matters concerning the Faculty.

Dalhousie University is an equal opportunity employer, but in accordance with current Canadian immigration policy this advertisement is directed towards Canadians and those with Canadian Landed Immigrant status. All replies will be treated in confidence. Replies should reach the committee no later than October 15, 1984.

T. Stanley Cameron
Chairman, Advisory Committee on the Deanship
Department of Chemistry
Dalhousie University
HALIFAX, N.S.
B3H 4J3


# NOTICE BOARD

**MANUSCRIPTS/PROPOSALS FOR THE REFERENCE LIBRARY OF SOCIAL SCIENCES SERIES**

Manuscripts and proposals for annotated bibliographies, handbooks, and sourcebooks in specific branches of social and behavioral science disciplines and on issues of contemporary interest are solicited. The Series welcomes a wide variety of types of reference works in various social/behavioral sciences. Manuscripts and proposals for consideration should be directed to the series editor: Professor Dan A. Chekki, University of Winnipeg, Winnipeg, R3B 2E9, CANADA.

**A conference** to mark the 1600th anniversary of Augustine's conversion and baptism (April 387) is being planned by The Toronto School of Theology for the spring of 1987. A call for papers will go out in September 1985. Meantime, inquiries may be addressed to:
'Augustinian Conference',
47 Queen's Park Crescent East,
Toronto, Ontario M5S 2C3.

* * * *

**INFORMAL LOGIC**, a new journal, successor to the **Informal Logic Newsletter. INFORMAL LOGIC** will be devoted to the study of argument and other forms of reasoning used in the practice of rational life. It will publish refereed articles that contribute to the understanding of all aspects of the analysis and evaluation of arguments and argumentation and other forms of reasoning, and that contribute to the teaching of logic/critical thinking. Editors: J. Anthony Blair and Ralph H. Johnson, c/o Dept. of Philosophy, the University of Windsor, Windsor, Ontario, N9B 3P4. Rates: individuals $10., institutions $15., yearly.

* * * *

**SECOND NATIONAL CONFERENCE ON MULTICULTURAL AND INTERCULTURAL EDUCATION: TORONTO, November 7-10, 1984.** The Canadian Council for Multicultural and Intercultural Education announces the second national conference on multicultural and intercultural education. The opening speaker on November 7th will be Minister of Multiculturalism, Hon. David Collenette at Convocation Hall. The main theme of the conference is DEVELOPING PARTNERSHIPS: SCHOOLS AND COMMUNITIES — DEVELOPMENT, IMPLEMENTATION, EVALUATION. Workshops will be held on many topics of interest to educators and community workers. Canadian and international speakers are also featured. For further information, write or phone: THE CCMIE/CCEMI Conference, Conference Office, O.I.S.E., 252 Bloor Street West, Toronto, Ontario, M5S 1V6 (416) 923-6641 X 391/392.

* * * *

**Canadian Ethnology Society Call for Papers**

The 12th Annual Meeting of the Canadian Ethnology Society will be held jointly with the American Ethnological Society, the Society for Applied Anthropology in Canada, and the Canadian Association for Medical Anthropology at University College, the University of Toronto from May 9-12, 1985. You are invited to propose and organize thematic sessions and/or propose a volunteered paper. Session organizers and individual contributors should send titles, abstracts (100 words maximum) and registration fee (regular CES members $25.00; students, retired, unemployed, and sustaining members $15.00) by **January 15, 1985** to:
**Dr. Michael Lambek**
**Division of Social Science**
**Scarborough Campus**
**University of Toronto**
**1265 Military Trail**
**Scarborough, Ontario M1C 1A4**
**For those electing to submit abstracts in only one of the two languages, please enclose a translation fee of $10.00.**

* * * *

**Invitation La Société Canadienne d'Ethnologie**

La douzième réunion annuelle de la CESCE se tiendra à University College à l'Université de Toronto du 9 au 12 mai, 1985 conjointement avec la Société d'Anthropologie Appliquée Canadienne, l'Association Canadienne pour l'Anthropologie Médicale, et la Société Ethnologique Américaine. Vous etes invités à suggerer et à organiser des sessions thématiques et/ou à proposer de simples communications personnelles. Les responsables de sessions et les participant(e)s individuels(lles) doivent envoyer leurs titres, résumés (100 mots maximum) et tarif d'inscription (membre ordinaire $25.00; étudiant(e)s, sans emploi, étc. 15.00) au plus tard le **15 janvier, 1985** à
Dr. Michael Lambek
Division of Social Science
Scarborough Campus
University of Toronto
1265 Military Trail
Scarborough, Ontario M1C 1A4

* * * *

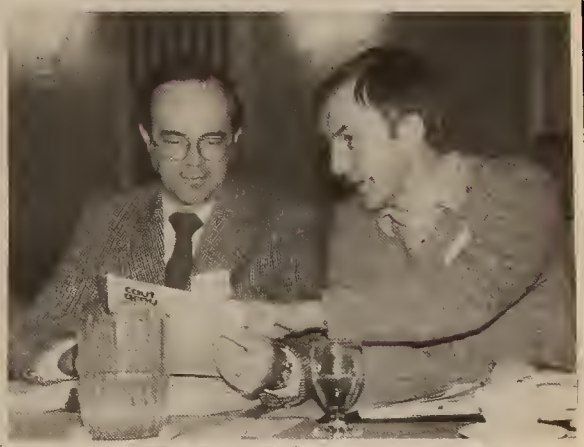
**Interamerican Congress of Cardiology: Nursing Scientific Sessions**

Research abstracts are invited for presentation at this conference, to take place in Vancouver from June 18-20, 1985. Papers may focus on any aspect of cardiovascular nursing. Submission forms are available from the Congress Secretariat, Suite 801 - 705 Jervis Street, Vancouver BC, V6E 2A9. Deadline for submission: January 15, 1985.

# CAUT chooses new executive for 1984-1985

by Helen Baxter

Left-right: Vice-President Ed Anderson and outgoing Treasurer Ed Maher.



Left-right: Vice-President Allan Sharp and Treasurer John Evans.

Sarah Shorten, an associate professor of philosophy at the University of Western Ontario, has been elected to a second term as President of the Canadian Association of University Teachers.

Prof. Shorten, who was warmly applauded by delegates to the CAUT's annual Council meeting for her past efforts on behalf of the Association, set as a top priority for the coming year the defense of colleagues in British Columbia and other provinces in attacks against academic freedom and tenure. She cited as other priorities the preparation of a brief to the Bovey Commission on the future role of Ontario's universities, and the formulation of policy in connection with student fees and student aid.

Prof. Shorten served as Vice-President Internal of the CAUT during 1982/83, is a past-president of the Ontario Confederation of University Faculty Associations, and was on the executive of the University of Western Ontario Faculty Association for several years.

Prof. Shorten received a Masters degree in Greek and Latin from the University of St. Andrews, Scotland, and Masters and Ph.D. degrees in philosophy from Washington University, St. Louis. Her academic specialization is in the areas of Greek philosophy, history of philosophy, epistemology and theory of mind.

**Vice-President Internal**

Prof. E.O. Anderson of the Continuing Education Division of the University of Manitoba will be remaining at his post of Vice-President Internal for a second term. As Vice-President, he is charged with administering the Association's internal activities.

Prof. Anderson has had extensive faculty association experience at local, provincial and national levels. He was President of the University of Manitoba Faculty Association in 1980/81 and served on the CAUT Board of Directors from 1980-83.

During his year as Vice-President, Prof. Anderson chaired the Publications Committee and the *Ad Hoc* Committee to Review the Cost and Efficiency of CAUT Structures. He was also a member of the Policy and Political Action Committee. He regards public education and improved communications with local and provincial associations as well as the membership in general as critical objectives for the CAUT.

Prof. Anderson's academic background is in social and cultural anthropology. He received a Masters degree in anthropology from the University of Manitoba and has pursued doctoral studies in anthropology at Washington State University. His current research interests are in the areas of adult and distance education and prison education.

**Vice-President External**

Allan Sharp, professor of physics at the University of New Brunswick, was elected to the position of Vice-President External, replacing Prof. Philip Welch of Dalhousie University. As Vice-President, Prof. Sharp will manage relations with member associations and represent the CAUT with affiliated organizations and in relations with governments.

Prof. Sharp has been active in local, provincial and national faculty association affairs for a number of years. He has served as Vice-President of the Association of the University of New Brunswick Teachers since 1982 and as Chief Negotiator for each of the Association's first three collective agreements. Since 1981, he has been a member of the Council of the Federation of New Brunswick Faculty Associations.

At the national level, Prof. Sharp has served on the CAUT Board and Council and as member of several committees including the Policy and Political Action Committee (P-PAC), the Publications Committee and the FAPUQ Liaison Committee. As member of P-PAC, he was involved in planning the Association's public education campaign. In the coming year, he will be concentrating his efforts on strengthening alliances with other national associations and with other groups, and on putting the public education campaign into practice.

Prof. Sharp received his Masters and Ph.D. degrees in physics at the University of Waterloo. His research activities involve the use of the techniques of Nuclear Magnetic Resonance to study problems of industrial interest as well as systems of biophysical and medical interest.

**Treasurer**

Prof. John Evans of the Department of Psychology at Memorial University has been elected to the two-year post of CAUT Treasurer. He replaces Prof. Edward Maher of the University of New Brunswick.

As treasurer, he will prepare the annual budget and supervise the accounting of the funds of the Association.

Prof. Evans has been an executive member of the local faculty association at Memorial and a CAUT Board member since 1981. He has served on the Elections and Resolutions Committee of the CAUT since 1982. Prof. Evans views the protection of academic autonomy and accessibility to higher education as major tasks for the Association during the coming year.

**Past-President**

Prof. Ken McGovern of Campion College, the University of Regina, will continue as Past-President of the CAUT for a second year. He will be responsible for chairing the Elections and Resolutions Committee and will serve as member of the Administration and Publications Committees.


## Wilfrid Laurier University

The Faculty of Social Work at Wilfrid Laurier University invites inquiries and applications for two positions beginning 1 July 1985. Candidates should have an M.S.W. and a doctoral degree in social work, an outstanding record of research, scholarship and publication, together with teaching and professional practice experience.

The Faculty of Social Work offers a two-year Master of Social Work degree with two areas of concentration, work with Individuals, Families and Groups and in Community Development/Social Planning. A doctoral program in social work is in an advanced stage of planning. Graduate diplomas in Social Welfare Policy and in Social Administration are also offered.

Rank and salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae and the names of three referees by December 1984 to: — **Dr. Shankar A. Yelaja, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5; (519) 884 1970 ext. 2205.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## DALHOUSIE UNIVERSITY
## Faculty of Medicine
## Dean

The current term of the Dean of the Faculty of Medicine comes to an end in June 1985. Persons interested in making application for the position should write to the Chairman of the Advisory Committee giving full details of teaching, research, and administrative experience and including the names of referees who can be contacted by the Committee.

The Faculty of Medicine is made up of over twenty-five seperate departments and divisions. The Faculty has affiliation agreements with seven teaching hospitals in the Halifax metropolitan area and with two teaching hospitals in Saint John, New Brunswick. In addition to medical teaching the Faculty is heavily involved in providing teaching services to students in other health releted faculties within Dalhousie University. The Dean is expected to provide acedemic leadership to the Faculty, and is responsible for advising the President on appointments, promotions, tenure and budgetery matters relating to the Faculty.

All replies will be treated in confidence. Replies should reach the Chairman no later then October 15, 1984.

Dalhousie is an equal opportunity employer.

Under current Canadian immigration regulations this advertisement is directed in the first instance to Canadian citizens or landed immigrants.

Apply to: **Dr. George Konok, Chairman, Advisory Committee on the Deanship, Department of Surgery, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.**

## Bilingualism — p. 1

now numbering about 12,000 members across the country, are beginning to turn their eyes to the universities.

Parents encourage language learning for a number of reasons, some idealistic and others very practical. A CPF survey in Alberta found that most parents want their children to learn French in order to communicate with French-speaking people and appreciate their culture. However, many stress the importance of knowing French in order to find a job, particularly in a bilingual public service. In addition, a number of parents state that immersion makes school more interesting or that learning French has a positive effect on national unity.

Whatever their reasons, many Canadian parents are becoming outspoken in their efforts to ensure that their children become bilingual, In fact, the recent popularity of immersion and the improvements in core language programs at the elementary and secondary levels owe much to parents' groups such as CPF.

"The parents really wanted immersion," says Fraser Likely, spokesperson for the Carleton Board of Education, one of the pioneer school boards in the field. "The trustees bought it and we never looked back".

Sally Andrews, a policy analyst for the Commissioner of Official Languages, agrees. "This is one area in education where the parents have led," she states. "Parents are practically storming school board meetings...organizing (during elections) against trustees who oppose immersion".

Now, however, the collective energy of Canadian Parents for French is being turned onto the postsecondary scene.

"Kids (both in immersion and core French programs) are learning French earlier and better," says Kathryn Manzer, a member of CPF and mother of two teenage girls. "The universities had better be ready".

CPF parents are holding a series of regional conferences to highlight ways in which universities can provide an improved bilingual education. The first conference was held in the fall of 1983 at Glendon College. It was followed by spring conferences in Alberta and British Columbia; conferences in Nova Scotia and the Prairie Provinces are now in the planning stages.

"CPF have conquered one school board after another, and the universities are going to be next," observes Max Vernet, a professor of French at Queen's University. "Universities are going to have the surprise of their life in the next five years...the pressure (for improved French offerings) is going to be extremely strong".

Already, observers have suggested a broad range of changes that would allow anglophone or bilingual universities to meet students' French language needs. These include:

☐ instituting a second language entrance or exit requirement for all students;

☐ offering language instruction to help primarily core French graduates improve their French skills;

☐ offering a range of courses in French outside the French department in areas such as Canadian history, or specialized courses such as business French or French legal terminology for law students;

> Au cours des prochaines décennies, une génération d'élèves bilingues sortira des écoles canadiennes. Ces élèves et leurs parents commencent de plus en plus à se poser une question brûlante: l'étudiant sera-t-il contraint d'abandonner au seuil de l'université sa connaissance du français si chèrement acquise?
>
> Il y va de beaucoup pour les universités. D'après les chiffres provisoires de 1983-84 du Commissaire aux langues officielles, sur les 1,700,000 élèves des écoles élémentaires et secondaires du Canada, un million apprennent le français par le truchement des cours "essentiels" traditionnels de 20 à 40 minutes par jours ou par le moyen des classes d'immersion où des cours donnés en français assurent aux élèves les plus jeunes une connaissance étonnante de la langue.
>
> Un nombre grandissant de ces élèves comptent sur les universités pour continuer d'avoir la possibilité de perfectionner leur connaissance chèrement acquise du français dans diverses disciplines. Les universités sont-elles prêtes à répondre aux voeux de ces brillants élèves bilingues? Que font-elles afin de se préparer en vue de cette nouvelle vague de bilinguisme? Christine Tausig, d'Ottawa, examine ces questions.

☐ improving and expanding teacher training programs within the faculty of education to meet the projected increased demand for immersion teachers over the next decade;

☐ and encouraging student and faculty exchanges with Québec universities.

Increasing French instruction at the university level is practical and may even be a sound investment, points out Jos Scott, CPF's national coordinator. "We've got a great investment in these students. We've spent time and taxpayer's money throughout school to make them bilingual. We can't just let it rust at university".

Moreover, observers point out that improving the French skills of university graduates may actually cut the funding required later for the federal government's public service language training program, which between 1964 and 1982 cost Canadian taxpayers $354 million.

Across the country some universities are in the process of increasing their French language programming in a number of areas.

### Second language requirement

Until the mid-1960s, most Canadian universities required prospective students to understand a second language. Today, only a handful stipulate that a second language is needed.

For those in favor of language requirements, though, there are a few bright spots on the horizon.

By the fall of 1987, British Columbia's three universities will require all applicants to have studied French to the Grade 11 level. The University of British Columbia instituted the requirement in September 1981; there has been no adverse effect on enrolment. The University of Victoria has served notice that French will be needed by the fall of 1986 and Simon Fraser University will follow the next year. (SFU now demands either a language or science prerequisite.)

Already, points out a University of Victoria spokesperson, more than 80 per cent of last year's students met the language stipulation — three years before it was required.

Other universities, too, are examining the possibility that all students be required to have at least a minimum ability in a second language.

"It is inexcusable that in Canadian universities you can get away without a second language requirement," states University of Toronto vice-provost Brian Merrilees, who was recently named special advisor to the president on bilingualism. But, he adds, at a large university such as the U of T, the demand for a language requirement must come first from individual departments and faculties. "It's better to get a grassroots demand for it," Prof. Merrilees says. "I would see it as part of my job to encourage this".

### Language courses

Universities have traditionally left French teaching to the language departments. These courses are currently more popular than ever — the U of T alone teaches French language and literature to more than 4,000 undergraduates, for example. But with the obvious success of immersion programs at the elementary and secondary schools, universities are beginning to experiment by offering immersion-type courses in departments ranging from computer science to Canadian history.

Such courses are extremely valuable, points out Prof. Wesche of the Centre for Second Language Learning at the University of Ottawa, which offers immersion-style introductory psychology courses in French for anglophones and in English for francophones and visa students.

"Students get an enormous satisfaction from doing something real in French," she states. In addition to improving their French skills and learning the subject matter in the course, she adds, the students' self-confidence in their French improves and their anxiety about speaking the language decreases — a benefit that does not happen in traditional university second language courses.

The U of O plans to expand its English as a second language courses this fall by adding a Canadian history course with the lecture in English attended by all students and a "sheltered" tutorial section for second language speakers that will provide a history assistant and a language teacher to aid with students' linguistic and academic problems.

One of the more ambitious moves into immersion teaching is being made by Queen's University. Beginning this September, if numbers warrant, French language sections will be set up in introductory courses in economics, political science, chemistry, geology and music (keyboard instruction) as well as laboratories in physics and physical education.

"It's not that we're moving quickly," says Prof. Vernet, the French professor who has been chosen to coordinate the French language offerings. "It's just that the other universities are moving slowly".

Queen's had no trouble finding bilingual faculty members who were already on staff to teach the courses and, according to Prof. Vernet, is treating the program as a "trial run" before the bulk of immersion graduates hit the university in the coming years.

At the University of Toronto, a similar experiment allows students to take philosophy courses in French and a humanities option for engineering students is also available. Although enrolments remain small, university officials will conduct a survey to see how many more faculty members in other departments could teach in French.

However, cautious vice-provost Brian


ST. FRANCIS XAVIER UNIVERSITY

**COADY INTERNATIONAL INSTITUTE**

Vacancies

The Coady International Institute of St. Francis Xavier University is accepting applications for two (2) permanent teaching positions effective October 31, 1984. Rank and salary are open and will be commensurate with appropriate professional qualifications.

The Institute offers a leadership training and organizational development program oriented primarily to the social and economic needs of Third World countries. Program components are offered both at the Institute and in host countries throughout the year.

Responsibilities attached to the first position include the conduct of training courses, consultancies and program assessments oriented to forming and strengthening organizations of disadvantaged persons and groups. Preference will be given to candidates possessing graduate qualifications in the social sciences, experience with Third World development programs, and experience with women's organizations and programs.

Responsibilities attached to the second position include the conduct of training courses, consultancies and evaluations for public and private sector agencies concerned with social and economic programs for the disadvantaged. Preference will be given to candidates possessing graduate qualifications in economic planning, public administration or business administration plus experience with Third World development.

Candidates for both positions must be prepared to serve in overseas training programs for a minimum of two months annually.

Further information may be obtained from:

A. A. MacDonald
Director
Coady International Institute
St. Francis Xavier University
Antigonish, Nova Scotia, Canada
B2G 1C0

TELEPHONE: (902) 867-3960

Merrilees, "we don't want to raise too many expectations about what anglophone universities can do (in the area of French language offerings). It's desirable to have Canadian history and political science in French, but astrophysics? Probably never".

**Bilingual Centres**

At the University of Regina, the institution's commitment to second language learning extends from its Bilingual Studies Centre. Set up in 1968, the centre offers language courses and translation services under contract to the local community, conducts research in French, such as a new project examining the impact of new communications technology on francophones in Western Canada, and perhaps most importantly, provides a path to bilingualism for interested students. In addition to French language and literature courses, the university offers a selection of other courses in French, varying each year depending on the availability of faculty members. The courses are usually offered in the areas of sociology, psychology, computer science, history, music and drama. Students who take 40 per cent of their courses in their second language receive a "bilingual mention" on their degrees.

As well, the centre provides a focus for French cultural events, which in the past have included a French-Canadian réveillion Christmas dinner, films, and a visit by a wood sculptor from St.-Jean-Port-Joli.

The centre's director, André Lalonde, is currently attempting to find government funding for a proposal that would allow Regina faculty members to receive time-off with pay to learn French — similar to the program provided for federal civil servants.

At Simon Fraser University, one faculty member is currently looking for the promise of funds and working on a proposal to revive a long-suggested bilingual program within the university. Parsifal Copes, who is director of the Centre for Canadian Studies and as well a professor of economics, would like to see part of SFU recognized as a minority language institution.

"The primary aim would be to provide facilities for francophones to take courses at the university level," explains Prof. Copes. "I expect we'll get alot of anglophone students too".

The program, which would allow students to take a range of courses initially centred around a core of Canadian studies, was turned down by SFU's Senate three years ago due to a lack of funds. "We don't have a chance to do it without outside funding," admits Prof. Copes. "But I feel it's important that Canada's two linguistic communities have more contact. I'm committed to working toward that".

In fact, though, a lack of funds is the single most often cited reason given by many universities for their lagging second language programs. In an era of budget cutbacks, funding is a very real problem, they point out.

"I agree that the universities are too slow to move," says the U of T's Brian Merrilees. "But you have to remember some of our pressing economic problems". A few of his colleagues, faced with obsolete research equipment and deteriorating library collections, see French language courses as a "frill", he notes.

Government response, too, has often been characterized by a lack of funds.

At CPF's Glendon College conference, Ontario's Intergovernmental Affairs Minister Thomas Wells raised the ire of some listeners by suggesting that due to economic constraints, French language education for anglophone students should be provided only by the province's bilingual universities (Ottawa, Glendon and Laurentian University) and not by anglophone institutions. (The federally-funded Royal Military College in Kingston, Ontario is also bilingual.)

Ontario also recently turned down a proposal by the Council of Ontario Universities to set up an Ontario Interuniversity Centre for French Language Studies. The proposed centre, at a cost of $750,000 for the first three years, would have gathered and distributed information about research, curricula and materials for second language learning in an attempt to coordinate the universities' efforts. The province, however, rejected the proposal, telling the universities to find funding for the program "among themselves".

Lack of funding, charges Ottawa parent and CPF member Beth Mlacak, is the "universal excuse". "The universities all managed to put investment into computers because they knew they'd be left behind if they didn't," she says. "Where there's a will, there's a way".

Sometimes, adds Sally Andrews, inexpensive moves may be just as significant as major changes. Steps such as establishing a French residence, allowing students to write examinations and term papers in French and encouraging linguistic exchanges could make a big difference, she states.

Even some of the most ardent supporters of universities' second language efforts often express some caution, however. Professors point out, for example, that fluently bilingual immersion graduates usually speak better than they write; they may need remedial help in French academic writing skills.

In addition, points out Prof. Wesche, many students who are under intense grade pressure may be afraid to enroll in second language courses in case they risk their grade point average. Universities must examine options such as a "pass-fail" system for these courses, she notes.

Increasing French language courses too quickly could also well lead to a crisis for faculty, adds Prof. Vernet. "Nowhere in the system is there a pool of (bilingual) faculty to meet the demand for French courses," he observes. However, he notes pointedly, the resources could easily be encouraged. "A lot of people in a lot of departments should go and spend their summers in (speaking) French," he says.

"There's a lot of dormant expertise out there that could be revived".

Providing French courses for anglophone students is "much more difficult than people imagine," adds Janice Yalden. The libraries in anglophone universities contain mostly English books, but students in French-language courses would need access to learned journals and books in French, she explains.

Parents and university officials shouldn't just "fly off and take pot shots at each other", Prof. Yalden stresses. "We should work together to study the situation. We must proceed carefully.

"An ad hoc or a patchwork approach is a waste of time".

*Christine Tausig is an education writer living in the Ottawa area and a frequent contributor to the* Bulletin.

Canadian Parents for French will hold their next conference, entitled "French for the Postsecondary English-speaking student" from September 28-29 at Carleton University. For more details write Nancy Swift, registration, 2068 Thorne Ave., Ottawa, Ont. K1H 5X5 or phoen (613) 521-5918. For CPF membership information write CPF, 209 Cooper St., Suite 400B, Ottawa, Ont. K2P 0G5.

## More immersion teachers needed

Canadian universities are not keeping pace with the ever-growing demand for immersion teachers.

So says Sally Andrews, policy analyst for the Commissioner of Official Languages. There is a "crying need" for immersion teacher training programs in Canada, Ms Andrews charges.

"Particularly outside Ontario and Québec the school boards are having problems finding (immersion) teachers," she points out, "There's a big crisis in the West, where immersion is really growing. They're importing teachers (from Québec) at a great rate".

In fact, Canada seems poorly prepared to meet the needs of the immersion phenomenon, a field expected to grow rapidly throughout the next decades, maintain critics across the country.

There are few programs designed specifically to train immersion teachers. Often immersion teachers are simply those with a good command of French but little grounding in the theories of second language teaching. In Ontario, for example, no specialized certificate is required to teach in primary immersion classes. Immersion teachers take additional qualification courses after they are hired.

The situation is not entirely bleak, however. A number of universities are responding by increasing their efforts to train immersion teachers.

The University of Regina, for example, recently began a bachelor of education program in French. At the University of British Columbia and Simon Fraser University, innovative programs aimed at training French immersion teachers have been introduced within the faculties of education. During SFU's one-year program, for instance, would-be immersion teachers are required to spend a total of six months as trainees in immersion classrooms and must take some general education or psychology courses in French.

Much still needs to be done, however, to better prepare future immersion teachers, say most educators.

"Immersion is getting something of a free ride," Pierre Calvé, a professor of education at the University of Ottawa, told a recent conference of Canadian Parents for French. "We do not really know how to teach it. There is no theory behind immersion teaching, and there is no systematized process to guarantee uniformity in teaching standards".

Moreover, there is a pressing need to coordinate training and research efforts throughout Canada. In a recent newsletter for second language teachers, Prof. Calvé stressed the need for interprovincial cooperation and called for coordination in immersion teacher training. "How many times have we reinvented the wheel in the education field in Canada?" he asked. "In any case, teacher training for immersion classes is in serious need right now of a good inventor..."


**THE UNIVERSITY OF WESTERN ONTARIO**

**Department of Family Medicine**
**Southwest Middlesex Health Centre**

The Department of Family Medicine invites applications for a geographic full-time faculty position at the Southwest Middlesex Health Centre, with the appointment to be effective July 1, 1985. This Centre, located fifteen miles outside London, is a full-time teaching unit of the University, caring for a rural population.

The responsibilities will include clinical practice, undergraduate and postgraduate teaching, and research. Applicants should have undertaken advanced studies in family medicine and should have demonstrated their ability to carry out scholarly work of high quality.

In accordance with Canadian Government Immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents.

Applications, including a curriculum vitae and the names of three referees should be sent to:

Ian R. McWhinney, M.D.
Professor and Cheirman
Department of Family Medicine
Kresge Building
The University of Western Ontario
London, Onterio
N6A 5C1

## Vice-Rector, Academic

Concordia University will appoint a Vice-Rector, Academic to take office on January 1, 1985 or as soon thereafter as is feasible. This is a new position, combining most of the responsibilities of the two present Vice-Rectors, Academic. The two present Vice-Rectors are not candidates. The appointment is for a five-year term, and is renewable.

The Vice-Rector, Academic is, after the Rector, the senior academic officer of the University. The eight Deans and Provost of Faculties, Divisions, and Graduate Studies, as well as the Associate Vice-Rector, Research and the Director of Continuing Education, report to the Vice-Rector, Academic.

Background in university teaching, research and administration is essential. Ability to conduct business and to participate actively in meetings in French, notably with government and other universities, is a requirement of the position.

Confidentiality of applications and nominations is assured.

Applications or nominations, with biographical information, should be sent by October 15, 1984 to the Chairman of the Advisory Search Committee: Dr. Patrick Kenniff, Rector and Vice-Chancellor, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Que. H3G 1M8.

CONCORDIA UNIVERSITY



## McGILL UNIVERSITY

### Vice-Principal (Macdonald College) and Dean of the Faculty of Agriculture

Nominations and applications are invited for the position of Vice-Principal (Macdonald College) and Dean of the Faculty of Agriculture of McGill University. The appointment, effective 1 June, 1985, is normally for a five-year term and may be renewed.

The Vice-Principal (Macdonald College) has overall responsibility for the Ste Anne de Bellevue Campus, located about 40 kilometres from the downtown campus. There are approximately 850 undergraduate and diploma students and 260 graduate students, as well as 75 faculty members and 245 non-academic staff members at Macdonald College.

The Dean of Agriculture is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed *curriculum vitae* and the names of three referees, and should be submitted by October 15, 1984, to: **David L. Johnston, Principal and Vice-Chancellor, McGill University, 845 Sherbrooke Street West, Montreal, Quebec, H3A 2T7**



## McGill University

### Dean of the Faculty of Science

Nominations and applications are invited for the position of Dean of the Faculty of Science of McGill University. The appointment, effective 1 June 1985, is normally for a five-year term and may be renewed.

The Dean of Science is responsible to the Vice Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; a working knowledge of French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed *curriculum vitae* and the names of three referees, and should be submitted by October 15, 1984 to: **Dr. S.O. Freedman, Vice-Principal (Academic), McGill University, 845 Sherbrooke Street West, Montreal, Quebec, H3A 2T5.**


# A LOBBYIST'S NOTEBOOK

**by Donald C. Savage**

**The Globe and Mail on the Bovey Commission**

Ronald Anderson, one of the business correspondents for the *Globe and Mail,* criticized the Bovey Commission in June for its focus on differentiating the roles of the universities and on skill training. When, he asked, does in this circumstance the university cease to be a university and become a trade school? "...there is a larger and broader need to improve teaching in such fundamentals as English, history, geography, and economics...But beyond that, there is a need for an educational system that will provide the cultured and aware people who will ensure that sciences and technology serve human purposes."

**Niagara University**

Ontario education minister Bette Stephenson, who recently suggested that Ontario should consider whether it has too many education and law faculties, has decided to allow an American university to offer degree programs in education in seven Ontario cities. John MacDonald, President of the Association of Deans of Education, was quoted as saying: "It seems somewhat strange to be opening the doors when the minister is questioning if there are too many educational faculties." CAUT and OCUFA have drawn this anomaly to the attention of the Minister and of the Bovey Commission.

**From Gutenburg to Teledion**

This is the name of the federal government's white paper on copyright. CAUT has had a longtime interest in copyright problems. It has encouraged faculty associations to protect the interests of the creators on their staff through effective articles in collective agreements (see CAUT model clause on copyright). Over the years, it has also made representations to ensure that the interests of creators are protected in federal legislation and regulations. Howard Snow in the CAUT office will be coordinating the CAUT response to this white paper. If you have any suggestions or know of particular problems that should be addressed, please write to Howard Snow, CAUT, 75 Albert, Suite 1001, Ottawa K1P 5E7.

**David Thompson University Centre**

The CAUT annual Council meeting protested the closure of the David Thompson Centre — the only university institution in British Columbia outside the lower mainland and Victoria. This spring and summer saw a protracted sit-in at the Centre. The Centre also sponsored a successful summer school. One of the courses — The Politics of the Extreme Right.

***Le Devoir* and the *Globe and Mail***

In June *Le Devoir* of Montreal carried an article by Bill Jones, President of OCUFA, entitled "Le probleme du sous-financement et ses nombreux effets." Earlier the Vancouver edition of the Toronto *Globe and Mail* carried an article by me on the financial crisis in B.C. universities.

**Canadian Security Intelligence Service**

In the dying days of the last Parliament, the Liberal government invoked closure and passed legislation creating the new Canadian Security Intelligence Service. During the last year CAUT testified to the Senate and House of Commons Committees on this bill and corresponded with the Minister. A number of modifications suggested by CAUT were adopted, but we still remain anxious about the vague wording of certain parts of the legislation. Ted Finn was sworn in as Director in July, and CAUT is seeking a meeting with him concerning the regulations that will be issued and the operating procedures of the new service.

**Conseil des universités (Québec)**

In July *Le Devoir* gave coverage to the report of the Conseil on the special grants appropriated by the Quebec government to force the universities in directions required by the government — basically for technological education. These amounted to $10 million in 1983/84 and will be $22.4 million in 1984/85. The Conseil thought that such grants were only warranted when the universities had failed to coordinate their work themselves. But since the government had failed to consult the universities, it could hardly complain that they had not coordinated their work in this sphere. "Cette façon de faire n'est certes pas la meilleure façon d'assurer un développement harmonieux et efficient du réseau universitaire." Furthermore the Conseil pointed out that this was being done at a time of severe pressure by the government on all Quebec universities and seemed likely to ensure that arts and basic sciences would be treated as second-class programs.

**Bernard Landry U.**

A year ago Bernard Landry, the Minister for Relations Internationales and Commerce Extérieur in the PQ government, announced that Quebec was going to create a new branch of the Université du Québec in his riding. The other universities denounced this as unreasonable, when the government was attacking the budgets of all the universities in the province. It did seem odd that the announcement should come from Mr. Landry and not from the Minister of Education, particularly when the latter is mandated by law to consult the Conseil des Universités before making such decisions. This summer the Conseil advised the government in the strongest terms not to proceed. Lise Bissonette wrote in *Le Devoir,* "On ne saurait trouver plus bel example du chaos que crée l'intrigue politique dans le planification universitaire." She pointed out that everyone is now angry. The Université du Québec which sees its plan disappearing, the City of Laval which has expropriated the necessary land, the other universities which thought it folly in the first place. However, Lise Bissonnette also suggested that this episode not only showed the folly of the PQ government, but also the inability of the universities to plan as a system. She seems to think that the creation of a public university system would preclude institutional jockeying and government interference. A visit to Albany or Sacramento would suggest otherwise.

**The Royal Society**

The Royal Society has called for the conversion of the old Ottawa Normal School into a National House of Academics to house national scientific and cultural institutions. Donald Munro, the PC member for Esquimalt-Saanich raised this question in the House of Commons.

**Ontario Inter-University Centre for French Studies**

This summer the *Globe and Mail* gave editorial support to the request of the Council of Ontario Universities to create a centre to coordinate the response of Ontario universities to the growing number of anglophone graduates of Ontario immersion programs who want some of their university education in French. It took the Ontario government 18 months to consider the request. The answer was no.

# Towards the Abolition of Torture

**by Brian Cameron**

More than a third of the world's governments have used or permitted the use of torture during the 1980s, according to a 263-page report published in April 1984 by Amnesty International. The publication, entitled *Torture in the Eighties*, cites evidence of torture committed in 98 countries located in every region of the world.

Publication of the report marked the beginning of a special drive by Amnesty members worldwide to help the victims of torture and to bring the force of public opinion against governments responsible for its use. As part of the movement's two-year Campaign for the Abolition of Torture, Amnesty is calling upon all governments to implement measures specified in a 12-point program for the prevention of torture. Amnesty is also mobilizing individuals worldwide to work on behalf of individual victims of torture.

"The international framework to abolish torture exists", states the Introduction to *Torture in the Eighties*. "What is lacking is the political will of governments to stop torturing people. It is as simple and as difficult as that."

The United Nations Declaration Against Torture, adopted by the General Assembly in 1975, defines torture as "any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted by or at the instigation of a public official" in order to obtain information or to punish or intimidate an individual". Amnesty bases its continuing work to abolish torture and to aid the victims on premises set forth in the United Nations Declaration and other international agreements.

Amnesty International's recent report stresses that "Torture does not occur simply because individual torturers are sadistic. The reports of torture and ill-treatment from more than 90 countries demonstrate the presence of a conscious decision to torture by some governments and the lack of any will to stop it by many others."

The report concludes that torture is usually part of state-controlled machinery to suppress dissent. However perverse the actions of individual torturers may be, torture itself has a rationale: isolation, humiliation, and imposition of psychological torment and physical pain to eliminate a person's power of resistance.

For the individual victim, torture can mean violent abduction at night while terrorized family members and neighbours stand helplessly by. Amnesty believes this scenario is repeated countless times throughout the world. The victim may be blindfolded and beaten in a police van or an unmarked car. Vague reasons, if any, are given for the abduction. Execution, rape, retaliation against one's family are threatened. In isolation, the victim anticipates unlimited violent assault. Then the violence imagined becomes reality.

Graciela Guena recalls the taunts of guards who held her in an Argentine prison. "We are God in here", they declared, while applying electric shocks to her body as she lay handcuffed to the springs of a metal bed. Torturers referred to their victims as "the walking dead", she said, "reminding us constantly that the only thing to be decided was the time of death".

After working against torture for more than two decades, Amnesty describes the phenomenon as an institution that most often functions as an integral part of a government's security strategy. Frequently, military and police intelligence units, as well as police forces and prison employees, participate in torture. The practice, therefore, appears to be widely institutionalized.

The agents of torture, Amnesty finds, often consider their actions crucial to the maintenance of national security. State propaganda reinforces this view, as do violent activities of opposition groups. A government may condone torture of insurgents, for example, on grounds that logistical information must be obtained. As governments broaden their definition of state security, the number of groups considered to be "subversive" increases. "What was to be done 'just once' will become an institutionalized practice", concludes *Torture in the Eighties*.

Amnesty bases its information about torture on documented evidence supplied by victims, witnesses, medical examinations, court records, and former security agents who have inflicted torture. Since 1980 Amnesty members have worked on behalf of 2,687 torture victims in 45 countries. The organization has established a worldwide network of volunteers who send airmail letters and telegrams to officials on behalf of people in immediate danger of torture. In addition, Amnesty has launched appeals for numerous people seized in mass arrests and has learned of abuses in dozens of other countries.

*Torture in the Eighties* includes case studies in which public pressure, supported by international opinion, has helped to limit or halt torture. The movement's current Campaign for the Abolition of Torture has been developed to extend and intensify that public pressure. The issue concerns every citizen. As Irwin Cotler, the noted lawyer and human rights activist, recently said at an Amnesty International meeting in Halifax, "In the final analysis, the struggle for human rights and human dignity is the struggle for ourselves. Because in what we say, and more importantly in what we do about torture and other crimes against humanity, we make a statement about ourselves as people".

Amnesty International

(Copies of *Torture in the Eighties* (Amnesty International, 1984) are available for $6.00 from: Amnesty International Canadian Section (English Speaking), 294 Albert St., Suite 204, Ottawa, Ont. K1P 6E6. A free brochure about the Campaign for the Abolition of Torture is also available from this address.

*Brian Cameron is Press and Information Officer, Amnesty International, Canadian Section (English Speaking).*


## CMHC RESEARCH FELLOWSHIPS

The Institute of Urban Studies invites applications and enquiries from senior scholars and/or practitioners in the fields of Housing and Urban Studies (regardless of discipline) interested in taking up residence at the Institute for periods of time ranging from four months to one year.

The I.U.S. is a multiple function centre that undertakes to encourage, facilitate and engage in independent, multi-disciplinary research; to promote and engage in formal and informal education and community outreach programmes; and to conduct mission oriented or applied research. The Institute also has an active publications programme that includes a scholarly journal, newsletter, research reports, monographs and occasional publications.

The Senior Fellowship, sponsored by Canada Mortgage and Housing Corporation (CMHC), is designed to allow scholars to conduct independent research in the fields of housing and urban studies, including studies of the social, economic, physical, environmental and administrative aspects of housing and urban and housing policy. While there are some formal duties involved with this fellowship, they will be kept to a minimum to allow time for research.

Fellows will be provided with suitable services and access to research facilities. A reasonable stipend and relocation expenses will be offered to the successful candidate.

Since this is an on-going programme, enquiries are invited from scholars interested in taking up residence at the Institute at some time during the next three years. It is expected that the first fellowship will be awarded beginning in January 1985.

For further information, contact:
**Dr. Alan F.J. Artibise, Director**
**Institute of Urban Studies**
**University of Winnipeg**
**515 Portage Avenue**
**WINNIPEG, Manitoba**
**R3B 2E9**

INSTITUTE of URBAN STUDIES
UNIVERSITY of WINNIPEG

## CMHC SENIOR FELLOWSHIP

The Institute of Urban Studies invites applications and enquiries from recent graduates (at the M.A. or Ph.D. level) in the fields of Housing and Urban Studies or City Planning interested in taking up residence at the Institute for periods of time ranging from eight months to two years.

The I.U.S. is a multiple function centre that undertakes to encourage, facilitate and engage in independent, multi-disciplinary research on urban-related topics; to promote and engage in formal and informal education and community outreach programmes; and to conduct mission oriented or applied research. The Institute also has an active publications programme that includes a scholarly journal, newsletter, research reports, monographs and occasional publications.

The Research Fellowships, sponsored by Canada Mortgage and Housing Corporation (CMHC), are designed to allow recent graduates to gain experience in independent and mission oriented research in the broad fields of housing, urban, and/or planning studies. Successful applicants will be expected to participate in the activities and programmes of the Institute and to complete one or more research projects designed in collaboration with the Director.

Fellows will be provided with suitable support services and access to research facilities. A reasonable stipend and relocation expenses will be offered to successful candidates.

Since this is an on-going programme, enquiries are invited from graduates interested in taking up residence at the Institute at some time during the next three years. It is expected that the first awards will be made in the fall of 1984. Deadline for applications is October 15th. Enquiries may be made at any time.

For further information, contact:
**Dr. Alan F.J. Artibise, Director**
**Institute of Urban Studies**
**University of Winnipeg**
**515 Portage Avenue**
**WINNIPEG, Manitoba**
**R3B 2E9**

## CAUT BULLETIN
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# SOUTH OF THE BORDER

by E. Patrick McQuaid

Answer not a fool according to his folly,
lest thou be like unto him.
Answer a fool according to his folly,
lest he be wise in his own conceit.
— Proverbs xxvi, 5-6

As I write, the Democratic National Convention has just adjourned and I can only speculate as to what extent the singular events of that occasion have been eclipsed by recent thrust and parry. By the time this is published, the Republicans will have held their summit and ordered the wagons into a circle. It is extremely doubtful that Mr. Reagan will have agreed to go a full six rounds with his contender, Walter Mondale. The President knows that a clear winner can emerge only by decision and so he is likely to meet the challenge for two, possibly three rounds only, and hope for e quick TKO. I think too that the President is busy at work on some diplomatic publicity stunt — a Camp David type coup he so badly needs to balance his Caribbean theatrics.

As early in the race as 1982, Mr. Mondale found that education was a frontline issue the Reagan camp had left without sufficient guard. When he finally made his bid, he had the nation's largest teachers' union in his pocket, the National Education Association. His running-mate, Congresswoman Geraldine Ferraro, has garnered the full support of that group and the American Association of University Women. Not surprisingly then, the Democratic platform is a fiery piece of prose and promise.

"Today, education in America needs help," says the platform statement. "But, the Reagan Administration offers misleading homilies about the importance of education while aggressively slashing education programs." The Democrats call the current state of affairs "intolerable" and pledge a policy of "investment" in education, jobs, training and transitional assistance for working people, drawing on public and private contribution.

"We will make certain that higher education does not become a luxury affordable only by the children of the rich. That is Ronald Reagan's America. In our America, no qualified student should be deprived of the ability to go on to college because of financial circumstance," they assert.

While big on promise, the platform statement is skimpy on ways and means. Mr. Mondale has himself made it clear, however, that new taxes are on the horizon, even if he isn't elected chief of state. Mr. Reagan asked the nation to have faith and promised no new taxes. Mr. Mondale questioned the President's sincerity. Mrs. Ferraro wondered if he was a good Christian.

A billion-dollar plan to overhaul the nation's science and engineering programs, designed by a consortium of New England business and education executives, is a major part of the platform statement. Known as the High Technology Morrill Act *(Bulletin,* December 1982) the proposal would skim a small percent of mineral royalties from public lands to cover half the initiative. Some $200-millions would come from private industrial support, while the remaining $100-millions would be drawn from state treasuries. According to the platform:

"An explosion in demand for certain types of engineers, scientists and other technical specialists is creating a shortage of faculty and Ph.D. candidates. We must encourage colleges and universities to train more scientists and engineers. Over 100 years ago the Morrill Land Grant Act provided for agricultural colleges and programs that today still help keep American agriculture the world leader. We need a similar program today to encourage the training of scientists and engineers. At the same time, we must not neglect the arts and humanities which enrich our spirit. The private sector must also recognize its responsibility to join partnerships which strengthen our diverse public and private higher education system."

The Democrats predict that under a Republican Administration, high technology will be allowed to create a two-tier education system, with only affluent school districts able to provide modern gadgetry and state-of-the-art teachers who can handle them. "Every American child should have the basic education that makes computer literacy possible and useful," according to the platform. Elsewhere, the Democrats express concern that high tech will bump huge numbers of workers from their jobs unless they receive adequate retraining and employment counseling. While youth unemployment has skyrocketed, "the Reagan Administration has dismantled virtually all of the successful programs to train and employ young people...Unless we address this problem now, half of an entire generation may never know what it means to work."

In drafting its platform statement, the Democratic Party heard testimony and received manuscripts from over a thousand organizations. Among them, the National Education Association, the American Federation of Teachers (AFL-CIO), the National Association of College Admissions Counselors, College Young Democrats of America, the US Public Interest Research Group — part of the Ralph Nader consumer interest network — and the New England Board of Higher Education, which served as mouthpiece for regional industry and academe sponsors of the high tech rehab proposal.

On the matter of civil rights — clearly a sore spot for the New Ventriloquism — the Democrats "pledge to enforce the laws guaranteeing equal opportunity" and further " will offer unwavering support" for a strong, independent Commission on Civil Rights, and enough money to keep it active and fit. The Party also pledges "to do all it can, beginning this year" to reverse the Supreme Court ruling on Title IX *(Bulletin,* May 1984) "and to restore the law of the land, the prohibition of any use of federal assistance to subsidize discrimination because of race, national origin, sex, age, or disability."

**Headlines and Footnotes:** This summer the Senate approved authorization of $23.5-millions to establish the US Academy of Peace. The measure was an appendix to the fiscal 1985 Department of Defense endowment. Under the Senate version, the institute is barred from receiving private funds. A House version has not yet received committee action...In Oregon a private World Peace University is planned by the Ghandhi Foundation of Los Angeles, under the stewardship of the Mahatma's great-grandnephew. The $22-millions institute is expected to launch seminars and workshops on peace, hunger and disease eradication as early as next summer...In Boston 15,000 educators attending the 81st annual assembly of the National Catholic Educational Association were advised to "infuse" peace education into their curricula. Peace education, said one speaker, "is not optional" in a Catholic education...The first graduates of a nine-month retraining program offered by Harvard University's Graduate School of Education will begin teaching maths and science courses this term in the Boston public high schools. The recruits are retired engineers, military folk, housewives, etc., ranging in age from 28 to 60. Next year's crop is expected to yield a harvest of 20 new teachers.


Technical University of Nova Scotia

**Faculty of Engineering**

**A.D. FOULIS CHAIR IN BIOMEDICAL ENGINEERING**

Applications and nominations are invited for a highly qualified individual to fill the recently established A.D. Foulis Chair in Biomedical Engineering and to foster the establishment of the Biomedical Engineering Institute which is being planned by the Technical University of Nova Scotia and Dalhousie University.

Candidates should have a Ph.D. or equivalent, an earned degree in one of the engineering disciplines, and should have attained national and international recognition as being an authority in one or more areas in the field of Biomedical Engineering.

In addition to pursuing research activities, and supervising graduate students, the incumbent is expected to develop and teach one graduate course per term in the area of Biomedical Engineering. He/she is also expected to interact with researchers in the Faculty of Engineering at the Technical University of Nova Scotia and in the Faculty of Medicine at Dalhousie University, to initiate collaborative research projects between the two faculties.

The successful candidate will be appointed as a Full Professor in the Faculty of Engineering at the Technical University of Nova Scotia with a joint appointment in the Faculty of Medicine at Dalhousie University. Salary is negotiable and is commensurate with qualifications and achievement.

Applications and nominations should be addressed to Dr. D.A. Roy, Deen, Faculty of Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S. B3J 2X4. Applications should include a detailed curriculum vitae and the names of three references and be received by October 1st, 1984.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



THE UNIVERSITY OF MANITOBA

*invites applications and nominations for the position of*

Dean, Faculty of Human Ecology

The Faculty of Human Ecology at the University of Manitoba has a complement of 27.69 FTE academic staff. The Faculty offers programs leading to the degree of Bachelor of Human Ecology (with major areas in clothing and textiles, family studies or foods and nutrition; alternatively students may complete a comprehensive option). Programs leading to master's degrees in the major areas are also offered. In addition, a program leading to the Ph.D. degree is offered jointly by the department of foods and nutrition and certain departments of the Faculty of Agriculture.

The December 1983 enrolment in the faculty was 441 full-time and 135 part-time undergraduates and 45 full-time and 9 part-time graduate students.

Candidates should have a commitment to the development of the fields represented in the faculty and to excellence in teaching and research. They should also have strong leadership ability and be capable of interacting fruitfully with the professions. Successful administrative experience is an asset.

The appointment is expected to commence July 1, 1985, and will be for a term of normally 5 to 7 years. Reappointment is possible under the university's policies.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications (with the names of three persons from whom confidential references may be obtained), nominations and suggestions will be received until October 22, 1984 and should be forwarded to:

Dr. F.G. Stambrook
Vice-President (Academic)
The University of Manitoba
Room 202 Administration Building
Winnipeg, Manitoba R3T 2N2

# *Handy guide to making the rules*

by Robert W. Kerr

**Procedures for Meetings and Organizations** by M.K. Kerr and H.W. King, Toronto: Carswell Legal Publications 1984 Pp. XV, 313

*Procedures for Meetings and Organizations* by M.K. Kerr and H.W. King is, as the title would indicate, about two aspects of the life of structured groups — the process of organizing the group and the process of conducting a meeting of the group. It discusses in a clear and concise fashion the basic issues that arise in both areas.

A major weakness of the book is that it fails to adequately elaborate the distinction between organizing and meeting. Although there is some reference to matters such as the implementation of group decisions, the book tends to leave one with the overall impression that the primary activity of organizations is to meet and that the primary role of meetings is to organize.

Admittedly it would not have been feasible for the authors to have attempted a comprehensive examination of the other activities of organizations because the range of such activities is potentially infinite. However, it would have been possible to place emphasis on the fact that meetings are the beginning, and not the end, for the functioning of many organizations, and to provide some illustrative introduction of the range of problems that face the typical organization in the practical implementation of its objectives.

In the section on organizing, the book does have an interesting chapter on "Enhancing Group Functioning" (Ch. 9) which appropriately raises some of the broader problems in running an organization. The conclusion of the chapter, however, illustrates the tendency of the book to treat organizing and meeting as synonymous. It proposes the creation of special offices to assist the formal leadership and then provides for illustrations, all of which involve persons to assist in the running of meetings (pp. 58-60).

The portions of the book on organizing do provide a useful handbook for groups that are beginning to establish a structure. These are presumably the people most in need of a book such as this. More mature organizations, on the other hand, are likely to have available within them individuals whose experience will provide better guidance than this book on how to proceed with new organizational challenges.

In those portions of the book dealing with procedures for meetings, Kerr and King have endeavoured to develop basic procedural rules that better fit the needs of the typical private organization than the standard references based on parliamentary or congressional forums, such as Beauchesne and Roberts. In terms of identifying the key issues that may require procedural resolution and of setting out clearly and concisely a set of rules for dealing with these issues, the authors have done an excellent job. With one caveat, an organization adopting Kerr and King for its rules of order will likely find that it has an adequate set of rules to deal with most, if not all, procedural problems.

The caveat is that in some portions of the book procedural issues are discussed with the solution being suggested, rather than mandated. For example, in the discussion of the quorum, three alternatives are offered as to what can be done in the absence of a quorum (pp. 72-73). If a group has never decided what to do in such circumstances, this book will not provide the answer if, when it first arises, the issue proves contentious. While in most such cases the absence of a clear rule in the procedures set out in this book will not be critical, a group which is relying on the book may find the lack of definite answer to be unsatisfactory. In the case of a lack of quorum, for example, legally it makes no difference what course is followed since no formal decision can be made. On the other hand, the first time the group fails to get a quorum may not be a propitious time for a debate over how to proceed.

One solution to this problem would be for a group to adopt only specified portions of the book for purposes of its procedures. However, this presents the difficulty of deciding what portions to specify. Only Part IV, Specific Notions and Appeals, is unequivocal in prescribing the rule to follow in case of doubt. However, Part II, Procedures for Meetings, and Part III, Other Activities, contain much of the general procedural framework that an organization would need. Perhaps the best solution for an organization wishing to use Kerr and King as its procedural authority is to review carefully Parts II and III and ensure that it has provided itself a rule on any point that these Parts raise, but leave unsettled.

It is, of course, good advice for any group adopting procedural rules by reference to some standard text to review the chosen text and make its own rule on any matter where the group is not satisfied with the procedure prescribed by the text. At least if the text is Kerr and King, the issues are presented in such a way that it would appear manageable for an organization to actually do so.

This leaves, however, a major question as to whether the basic set of rules proposed by Kerr and King is a framework with which the typical private organization is likely to be happy. The authors have a strong bias against limitation of discussion. Consequently, their set of rules includes a relatively complex set of safeguards against such limitations. For example, four different methods of tabling a matter under discussion are provided (Ch. 24). The procedures vary significantly between these methods with the differences being related to the impact that each method has upon the opportunity for debate.

Many organizations may find this degree of complexity to be unmanageable. Any activity runs the most smoothly when all the participants understand the basic rules. When the basic rules are relatively complex, the ability of the ordinary participant to maintain the desired understanding is impaired. This creates the risks that, on the one hand, the rules may be more honoured in the breach than in the observance or, on the other hand, it will be frequently necessary to remind participants of the rules. If the former occurs, the status of the rules will be undermined. If the latter develops, much time may be wasted on relatively unfruitful attention to points of procedure.

Even organizations placing the highest value on democratic principles may find that the rules set out in this book tend to encourage discussion to a point where it is exhausting, rather than merely exhaustive. It is a democratic right, not merely to discuss, but also to bring a matter to a decision by the majority. Frustration over endless debate may be as destructive of an organization's support as individual resentment at an occasional denial of a chance to speak.

Kerr and King do provide a comprehensible outline of the basic procedural issues that are likely to confront the typical private organization. An organization may find the book is better used as a handbook to identify procedural matters on which it ought to have its own rules than as an actual set of rules to adopt.

*Professor Kerr is with the faculty of Law at the University of Windsor and is chairman of the Collective Bargaining Committee.*

UPEI

THE UNIVERSITY OF PRINCE EDWARD ISLAND

*Invites Nominations and Applications for the position of*

PRESIDENT

The University of Prince Edward Island, the single university of the province, was formed in 1969, replacing two older institutions, Prince of Wales College and St. Dunstan's University. It offers both Baccalaureate degrees in Arts, Science, Education, Business Administration and Music, and diplomas in Engineering and Public Administration. Enrollments presently are 1700 full-time students and 700 part-time students. In 1986, a new Faculty of Veterinary Medicine will begin admissions totalling eventualy 200 students.

The term of office will commence July 1, 1985. Written nominations and applications will be received in confidence until October 12, 1984, and November 9, 1984, respectively.

Replies: **D.R. Smith, Secretary**
**Search Committee for President**
**Box 82, University of Prince Edward Island**
**Charlottetown, P.E.I., C1A 4P3.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

# BOOKS.LIVRES

## *Shaping Canadian foreign policy*

by Harald von Riekhoff

**Canada as a Principal Power: A Study in Foreign Policy and International Relations, by David B. Dewitt and John J. Kirton, (Toronto and New York: John Wiley and Sons, 1983), pp. 478.**

This is the most ambitious attempt made so far to provide a comprehensive conceptual framework for the analysis of Canadian foreign policy and to apply it to diverse issue areas. In the selection of issue areas — Canadian immigration, space and energy policies, as well as policies toward the Middle East — the authors incorporate the emphasis on population, technology and resource dynamics inherent in the theory of *Lateral Pressure* by Robert North and Nazli Choucri without, however, including other aspects of that theory, in particular the deterministic role of international conflict.

Dewitt and Kirton discuss three distinct orientations in Canadian foreign policy, referred to respectively as liberal-internationalism, peripheral-dependence and complex neo-realist perspectives. The first characterizes the behaviour of a middle power seeking to mediate and influence international relations through active participation in international organizations. The era of Pearsonian internationalism during the 1950's and 1960's best fits the liberal-internationalism label. Peripheral-dependence denotes the foreign policy of a weak, dependent state acting essentially as the agent of a dominant power. In the opinion of the authors, Canada's space and energy policies of the 1960's, in part at least, fell into the peripheral-dependence mode. Finally, complex neo-realism describes the behaviour of major powers, here styled principal powers, acting autonomously but responsibly in the pursuit of their diverse national interests. In the view of the authors, complex neo-realism is the preferred form of behaviour for principal actors under contemporary conditions and best suited to maximize their international influence. It has, in the opinion of Dewitt and Kirton been the prevailing foreign policy orientation of the Canadian government during the Trudeau era.

In the theoretical section of the book the three perspectives serve as conceptual constructs which are used to predict the relative influence which the external environment, government actors and diverse societal forces will have in shaping Canadian foreign policy. The conceptual framework which Dewitt and Kirton develop is comprehensive, imaginative and analytically suggestive, but as the categories are not empirically defined, they can easily be challenged. Thus few analysts would probably agree with their prediction that the potential of the United States to influence Canadian foreign policy is low under conditions of complex neo-realism, or any other conditions for that matter. Some confusion also arises from the dual role played by the three analytic perspectives: they serve as conceptual abstractions in the theoretical section of the book, but reappear in the descriptive part of the volume as concrete historical phases in Canadian foreign policy.

The principal difficulty which this reviewer has with the Dewitt-Kirton study stems from the authors' overly enthusiastic, and at times uncritical, endorsement of complex neo-realism as the proper orientation for Canadian foreign policy. Their support occasionally leads them to treat as effective policy what was no more than a government blueprint or intention to adopt a complex neo-realism perspective. Thus Allan Gotlieb's elegant and compelling plan to transform the Department of External Affairs into an effective government central agency was not fully realized during his tenure as Undersecretary of State, and the subsequent merger of External Affairs and Trade and Commerce has, at least in the short run, produced more bureaucratic paralysis than effective foreign policy management.

More important, complex neo-realism, as presented in the book, appears to suffer from excessive optimism bordering on utopia, a remarkable reversal considering the misanthropic and Hobbesian vision of international relations in the original school of political realism. Canada's ability to function as a principal power is predicated on the relative decline of the United States as a global actor. Given the continuing close linkages between Canada and the United States, one might make the contrary argument that the relative diminution of U.S. power may reduce rather than augment Canada's international power position. We must also question whether a "convergence of interests...leading to an emerging stable global system," as predicted by the authors, is feasible under conditions where all principal actors will engage in a vigorous pursuit of their national interests and do so essentially through bilateral channels. Are there any reasonable prospects for world order under such conditions, and could principal powers like Canada acting independently prevail against the hegemonic role of dominant powers?

Such problems of interpretation, though real, do not detract from the overall contribution that has been made by this study. The research on all four policy issues is exceptionally thorough and its documentation truly encyclopaedic. The conceptual framework is of interest to the foreign policy analyst; it also helps to integrate entirely diverse issue areas and thus gives unity to the work. The authors' familiarity with the intricacies of the Canadian foreign policy decision process is impressive, and their inclusion of societal forces in the analysis of Canadian foreign policy fills a neglected area of research. The book delivers most of what it sets out to do, and given the very ambitious agenda which Dewitt and Kirton have set for themselves, this is a major achievement.

*Prof. von Riekhoff is Chairman of the Department of Political Science at Carleton University.*

UNIVERSITY OF ALBERTA

**The Mactaggart Fellowships**

The Mactaggart Fellowships have recently been established by the University of Alberta to support promising Canadian junior academics in the humanities and social sciences. The Fellowship offers an opportunity for junior academics to develop further their research skills and record of accomplishments while maintaining their commitment to teaching. Four Fellows will be appointed this year.

The Fellowship offers financial remuneration at the level of the assistant professorship and provides for a removal allowance and the usual benefits. Initial appointment is for three years with the possibility of a two-year reappointment.

Academics in the humanities and social sciences, and in related applied fields, who are fully qualified for junior assistant professorships, are eligible to apply. The related fields include the following: business, education, home economics, law, library science, nursing, and physical education. The competition is open to both men and women who are Canadian citizens or permanent residents in Canada.

Applications must be received by **November 30, 1984** and should include the following:

- ☐ a brief description of the proposed area of research
- ☐ the names of three persons whom you have asked to forward recommendations on your behalf
- ☐ a curriculum vitae
- ☐ copies of one or more recent publications

Applications should be sent to:

**Dr. R.R. Hall, Chairman**
**Mactaggart Fellowship Committee**
**Rm. 252, Athabasca Hall**
**The University of Alberta**
**Edmonton, Alberta, T6G 2E8**

Fellows will be notified by March 1, 1985 with the appointments to be effective on July 1, 1985.

BRANDON UNIVERSITY

**PRESIDENT**

The Brandon University Board of Governors invites applications and nominations for the position of President of Brandon University. The University offers undergraduate degree programs in Arts, Science, Education, Music and General Studies and graduate degrees in Music (Music Education and Performance). In addition, Brandon University has been a leader in developing well established, nationally recognized programs for Native Indian populations in Northern Manitoba and in the development of special programs for both non-traditional and mature students.

Nominations and applications for the position should be forwarded to:

**Chairman,**
**Presidential Search Committee**
**Brandon University**
**Brandon, Manitoba**
**R7A 6A9**

At that time, a complete outline of requisite qualifications and position responsibilities will be forwarded to candidates. Submit applications by November 15, 1984.

# BOOKS.LIVRES

## *Welcome reminder of Canada's unofficial role in peace movement*

**by Lee Lorch**

**We Can Avert a Nuclear War**, edited by William Epstein and Lucy Webster, Oelgeschlager, Gunn & Hain, Publishers, Inc., Cambridge Massachusetts, 1983, 181 and xxvii pages, $11.95 (hard cover), also available in paperback.

This eminently useful book records the Proceedings of the 25th anniversary commemorative meeting of the Pugwash Conference on Science and World Affairs, held in 1982 in Pugwash, N.S.

The title, an optimistic declarative rather than a doubtful interogative, sets what could appear to be a modest goal — the avoidance of nuclear war, rather than of all war.

In the closing days of WW II came a qualitatively new weapon, the atom bomb, dropped on Hiroshima and Nagasaki. Einstein stated that the atom bomb had changed everything — except the way we think. When asked what weapons would be used in WW III, he replied that he did not know, but that WW IV would be fought with clubs. Breathtaking developments in the technology of nuclear weaponry and delivery systems soon turned that comment into an understated reflection of grim reality. The world's most authoritative scientific bodies (such as the Soviet Academy of Sciences and the (US) National Academy of Sciences) in statements endorsed by other bodies, including the Academy of Sciences of The Royal Society of Canada, have warned that the very existence of the human race is at stake.

Growing appreciation of what nuclear war would mean, coupled with the increasingly visible burdens of the arms race alone (military armament equals social disarmament), has led many to begin to change their way of thinking. In Canada, a growing peace movement laid the political basis for Trudeau to urge his NATQ allies to cease their "megaphone diplomacy" and to commence his well-known peace initiatives.

It is appropriate in this review to note that in June 1984 The University of Alberta conferred upon one of the Editors of the collection before us, William Epstein, an honorary doctorate for his work on nuclear disarmament. He is alumnus of that University and long time advisor to the UN Secretary General on Disarmament.

The University's citation declared that "The arms race...threatens not only the peace and social stability of the world, but the very existence of...humanity itself."

Radioactive clouds and dust (to say nothing of the nuclear winter they could precipitate) would envelop the planet, destroying belligerent and non-belligerent alike. The official declaration of this Conference, emphasizes again, as the 1978 Final Document of the UN General Assembly states: "Mankind is confronted with a choice; we must halt the arms race and proceed to disarmament or face annihilation." The present contributions of two authoritative expert talks of natural nations are eloquent reminders of the responsibility we have for the entire planet: Alfonso Garcia Robles, Nobel Peace Laureate and former Foreign Minister of Mexico, has elaborated convincingly on the literalness with which the UN Declaration must be taken. Inga Thorsson, Swedish Under Secretary of State for Disarmament, in a speech notable for its passion and precision, declared that "All states, nuclear or non-nuclear, militarily aligned, neutral and non-aligned, share the common fate of a possible nuclear holocaust." Condemning the arms race as absurd, dangerous, detrimental to security and to accepted social objectives, she added that "There is an ever increasing risk of a nuclear holocaust, destroying...societal structures and the biological structure of this our only earth."

The reader will find many penetrating observations on this central problem in the remarks of the 36 participants in this collection of outstanding and concerned individuals. Space precludes adequate quotation. Their thoughts convey not only the seriousness of the problems, but proposals as to how to approach solutions. The participants numbered 14 from Canada, 22 from other countries (US 13, Japan 2, USSR 2, one each from Australia, India, Mexico, Sweden, UK). Many are of particularly great authority in this field, including the two surviving signers of the 1955 Russell-Einstein Manifesto which launched the Pugwash Movement.

The Manifesto warned 29 years ago that "the best authorities are unanimous in saying that a war with H-bombs might possibly put an end to the human race... Here, then, is the problem which we present to you...: Shall we put an end to the human race; or shall mankind renounce war?"

What happened next is described in Dr. Epstein's Preface: "The first conference was held in the village of Pugwash, N.S., in 1957, at the invitation of Mr. Cyrus Eaton, and brought together scientists from East and West with the aim of preventing nuclear incineration. That conference was attended by 22 scientists from 10 countries." After outlining the history and contributions of the Pugwash Movement since its beginnings in 1957, he points out, "That was during the dark days of the Cold War when there was little communication." The present commemoration was initiated by the Canadian Pugwash, of which Dr. Epstein is Chairperson, to celebrate the 25th anniversary and to assess current issues.

Among the participants, there appeared full accord as to the nature, magnitude and consequences of the present menace. They agreed also that there exists rough parity between the USA and USSR, and they urged "freezing the testing, production and deployment of all nuclear weapons and their delivery systems," etc. They took heart from the massive public demands for these proposals and for the call that additional governments should pledge no first-use of nuclear weapons.

Many speakers laid stress on the importance of moderating international tensions and all recognized that the problems of peace and disarmament are really political questions of international relations and not technical matters. Deep concern was expressed over the economic consequences of the arms race. Even in Canada, the only line in the federal budget growing faster than the rate of inflation is the military budget, draining funds badly needed for education, welfare, job creation programs, health care, development and other pressing social needs. And the Reagan administration presses Ottawa to spend even more. What are the trillions committed to nuclear weaponry doing to the world economy?

Many of the contributions emphasize in one way or another the importance of Pugwash in continuing to provide east-west and world-wide channels of communication, today as earlier. They stress the need for expanding such contacts.

Many of the contacts Pugwash has kept alive are academic. Here the CAUT can both thank Pugwash and claim to have served its spirit, since the CAUT has called upon the Canadian government to reactivate the scientific and cultural exchange problems with the USSR which the Clark government suspended unilaterally. Surely, Canada could serve both the cause of peace, of its own scientific and cultural progress, of its own independence and international presence in these essential aspects of modern life, by restoring these agreements. What is said in this volume provides very persuasive support.

This book is a source of interesting discussion and a welcome reminder that Canada, as the home of the Pugwash Movement, has, even if unofficially, been the site of an important and long-standing inspiration toward peace and friendship, away from confrontation and conflict. Perhaps it can help make official policy reflect these unofficial initiatives.

*Professor Lorch is with the Department of Mathematics at York University.*


**DEPARTMENT OF RESEARCH, MOUNT SINAI HOSPITAL AND THE UNIVERSITY OF TORONTO**

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Candidates are being sought who have demonstrated independent, basic research capability and a record of productivity in areas of tumour biology, molecular biology, developmental biology, immunology, or neurobiology, to staff a new medical research centre now under construction at Mount Sinai Hospital in Toronto. The Department of Research will be affiliated with the University of Toronto. Candidates with training in molecular genetics and/or cell biology are preferred. Successful applicants can expect to receive full salary support, a fully equipped laboratory, and are expected to develop an independent research program with peer reviewed research funding.

Send curriculum vitae, summary of research goals, and the names of three references to:

Professor Louis Siminovitch
Director of Research
Mount Sinai Hospital
c/o Executive Offices Rm. 333
600 University Avenue
Toronto, Ontario M5G 1X5

This advertisement is directed to Canadians or landed immigrants to Canada only, in compliance with Canadian Immigration Regulations.

Closing Date: October 1, 1984.

**UNIVERSITY OF REGINA**

**DEAN**
**FACULTY OF ARTS**

The University of Regina is seeking a Dean of Arts. The initial appointment will be for a five-year (renewable) term as Dean, effective 1 July, 1985, and as Professor in an appropriate disciplinary area. The Faculty has a staff of 168, offers programs in the traditional disciplines, and has attached to it a School of Journalism and a College of Fine Arts.

Candidates should have demonstrable scholarly attainments and leadership abilities and be able to work effectively with the various components of the Faculty and with the other Faculties and Federated Colleges of the University. An understanding of the functions, needs, and sources of resources for a Faculty of Arts is important. Desirable attributes include an understanding of Canada's bilingual, multicultural society and an appreciation of the University's role in the Canadian Plains Region.

The candidate should have attained academic stature that merits appointment as a full professor in one of the Faculty's departments or programs independent of appointment as Dean. Approachability, an appreciation of good teaching, and creativity in academic programming and administrative structures are also important attributes.

Nominations, including the names of three referees, should be forwarded by October 15, 1984 to:

Dr. D. E. Shaw
Vice-President
University of Regina
Regina, Saskatchewan
S4S 0A2

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Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. Macroeconomics preferred but others considered. Positions offered subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three referees should be sent to Dr. John Finlay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

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# VACANCIES . POSTES VACANTS

## ADMINISTRATIVE POSITIONS

**UNIVERSITY OF OTTAWA.** Chair of Neurosurgery. Applications are invited for the position of Chairman of the Division of Neurosurgery. The appointee must have the leadership qualities, the qualifications and the experience to undertake the responsibility for research, undergraduate and postgraduate medical education and the coordination of educational activities in the major affiliated teaching hospitals, namely, the Ottawa Civic Hospital, the Ottawa General Hospital and the Children's Hospital of Eastern Ontario. Suitable candidates should be eligible for certification by the Royal College of Physicians and Surgeons of Canada and for licensure by the College of Physicians and Surgeons of Ontario. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An application, including curriculum vitae and appropriate references should be forwarded prior to Oct. 15, 1984, to: Gilles D. Hurteau, M.D., Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, K1H 8M5.

**UNIVERSITÉ D'OTTAWA.** Chaire de neurochirurgie. L'Université d'Ottawa ouvre un concours pour le poste de Titulaire et Directeur de la division de neurochirurgie. Le candidat choisi aura la responsabilité de voir au développement du programme de recherche. Il devra en plus voir à la surveillance des programmes de formation au niveau prédiplomé et postdoctoral, et à la coordination des programmes d'enseignement intégrés dans les hôpitaux affiliés, soit l'Hôpital Général d'Ottawa, l'Hôpital Civique d'Ottawa, et l'Hôpital pour enfants de l'Est de l'Ontario. Les candidats qualifiés devront être éligibles au certificat du Collège royal des médecins et chirurgiens du Canada et au permis d'exercer du Collège des médecins et chirurgiens de l'Ontario. Selon les exigences d'immigration Canada, la préférence sera donnée aux candidats qui sont citoyens canadiens ou immigrants reçus. Prière de faire parvenir votre curriculum vitae et la liste des références avant le 15 Oct. 1984 à l'attention de: Gilles D. Hurteau, M.D., Doyen, Faculté des Sciences de la Santé, Université d'Ottawa, Ottawa, Ontario, K1H 8M5.

**UNIVERSITY OF SASKATCHEWAN. CITY HOSPITAL.** Psychiatry. Chief of Psychiatry required: A position is available as Chief of Psychiatry at City Hospital, Saskatoon, Saskatchewan. This is a 365-bed teaching hospital with a new 25-bed psychiatric inpatient ward and a well-appointed teaching and outpatient unit. The successful candidate will have a full-time appointment, at an appropriate rank, with the University of Saskatchewan's Department of Psychiatry. The person will be expected to involve him/herself in the administration of the psychiatric in-hospital and community services and to coordinate teaching programmes for Medical Undergraduate Students as well as Psychiatric and Family Medicine Postgraduate Trainees. The applicant should have some experience in administration and teaching. Salary range will be commensurate with qualifications and experience. An attractive compensation package is available. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please address enquiries to: D.L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University Hospital, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0.

**McGILL UNIVERSITY. MACDONALD COLLEGE. School of Food Science.** Director. McGill University, Macdonald College, invites applications for the position of Director of the School of Food Science. The candidate sought should have administrative capabilities and a recognized program of research in the nutritional sciences. The School has an undergraduate student enrolment of approximately 150 in the areas of dietetics, nutrition, food science and food and consumer services. A major responsibility of the successful candidate will be to establish a vigorous graduate research program in the area of human nutrition and to further the development of the program in food science. The position will be available September, 1984. Rank and salary will be commensurate with the background and experience of the successful candidate. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. Send particulars to: Dr. L.E. Lloyd, Chairman, School of Food Science Selection Committee, c/o Macdonald College, 21,111 Lakeshore Rd., Ste. Anne de Bellevue, Que., H9X 1C0.

**WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN VALUES. Director.** Applications and nominations for the position of Director are invited. Qualifications: terminal degree, publications, 5 years experience. Jointly established in 1979 by Westminster College and the University of Western Ontario, the Institute engages in interdisciplinary research and public education concerning ethical, social, legal, theological, and philosophical dimensions of human life and institutions. During the past five years, the Institute's research has focused on bioethics, values and the law, business and professional ethics, and ethical aspects of population. The tasks of the Director include general administration, budget preparation, recruitment and supervision of personnel, planning the direction of future activities, preparing grant proposals, representing the Institute to the public, research, and limited teaching. The position is available now and applications will be accepted until it is filled; starting date negotiable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and nominations should include

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a curriculum vitae. Three letters of recommendation should be sent by the referees. Address all communications to: Search Committee for Director, Westminster Institute, 361 Windermere Road, London, Ontario, Canada, N6G 2K3.

**UNIVERSITY OF SASKATCHEWAN. College of Medicine.** The College of Medicine, University of Saskatchewan, is seeking applications for the position of Head, Department of Anaesthesia. ..ssociated with the headship will be a tenure-track academic appointment. The successful candidate will be expected to provide administrative direction to a department consisting of approximately 20 faculty members, encompassing both Saskatoon and Regina, and to provide academic leadership in undergraduate teaching, postgraduate teaching, research and service. The appointment will be at a level commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send application, including curriculum vitae and names of 2 referees to: I.M. McDonald, M.D., Dean of Medicine, University of Saskatchewan, Saskatoon, Sask., S7N 0W0.

**THE UNIVERSITY OF MANITOBA. Libraries.** Head, Architecture/Fine Arts Library. Salary: commensurate with experience. Minimum: Assistant Librarian $25,861. This position has a two-year probationary period. Effective date: As soon as possible. Reporting to the Associate Director of Libraries, the incumbent is responsible for the overall operation of the Architecture/Fine Arts Library including services, collection development, facilities, budget and staff. The library employs eight full-time staff and houses a collection of approximately 53,000 volumes, including 300 serial titles and a large government publications section. Qualifications: An accredited library degree plus a subject degree in Architecture, Fine Arts or a related eree, preferably at the graduate level. An experience record including demonstrated management skills, public services abilities, knowledge of library autometed systems and collection development. Active involvement in professional development. Both women and men are encouraged to apply. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit nominations and applications including résumé, salary expectations and the names of three referees by October 15, 1984 to: Earle C. Ferguson, Director of Libranes, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**THE UNIVERSITY OF MANITOBA. Nursing.** The University of Manitoba School of Nursing is seeking a Director for the Manitoba Nursing Research Institute which is cosponsored by the Manitoba Association of Registered Nurses. The purpose of the Institute is to undertake research of relevance to nursing and health care within the University and the community. The Director of the Manitoba Nursing Research Institute is responsible for the advancement of nursing and health care research in the area of practice, education and administration. The Director is in charge of the day to day administration and management of the Institute and will be required to perform selected teaching activities at the School of Nursing. Qualifications required: A doctoral degree, preferably in Nursing, demonstrated competence in research with preference given to candidates with experience as Principal Investigator. The candidates must heve demonstrated competence in teaching and professional nursing, both clinical and administrative. Eligible for registration with the Manitoba Association of Registered Nurses. Starting Date: September 1, 1984. Salary and rank commensurate with qualifications and achievement. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitee and the names of 3 referees to: Director, School of Nursing, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Science. Department of Zoology.** Chairman. Applications or nominations are invited for the position of Chairman, Department of Zoology, Faculty of Science. The effective date of the appointment is July 1, 1985. Applications or nominations should be addressed to: Dr. J.B. Bancroft, Dean, Faculty of Science, Natural Sciences Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Applications or nominations should be submitted by January 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Science. Department of Plant Sciences.** Chairman. Applications or nominations are invited for the position of Chairman, Department of Plant Sciences, Faculty of Science. The effective date of the appointment is July 1, 1985. Applications or nominations should be addressed to: Dr. J.B. Bancroft, Dean, Faculty of Science, Natural Sciences Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Applications or nominations should be submitted by January 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Lawson Professor** — Lawson Chair in Canadian Archaeology. Applications and nominations are invited for the position of Lawson Professor — The Lawson Chair in Canadian Archaeology. Appointment to the Lawson Chair shall be for a seven year term, renewable. The Lawson Chair in Canadian Archaeology is jointly sponsored by the University of Western Ontario and the Museum of Indian Archaeology. The position of the Lawson Professor shall be held concurrently with the Executive Directorship of The Museum of Indian Archaeology. The Museum of Indien Archaeology is devoted to the study, preservation, public presentation, and interpretation of the human occupation of southwestern Ontario over the past 11,000 years. The Museum is committed to long-term, multidisciplinary research projects designed to investigate the prehistory of southwestern Ontario. The responsibilities of The Lawson Professor shall be to conduct research in Canadian Archaeology; to liaise with the Faculty of Social Science and the Department of Anthropology, U.W.O. and, when appropriate, to engage in advanced teaching and student supervision; and as Executive Director, to administer all the affairs of the Museum of Indian Archaeology under the supervision of its Board of Directors. Applications and nominations should be submitted by November 15, 1984 to: Professor J.C. Leith, Co-chairman, Selection Committee, The Lawson Chair in Canadian Archaeology, Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applicants should include a curriculum vitae and the names of at least three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. TROIS-PISTOLES SUMMER SCHOOL.** Director. Applications are invited for the position of Director of The University of Western Ontario's French Immersion Summer School located at Trois-Pistoles, Quebec. The School, in its 52nd year of operation, is part of the program of the University's Faculty of Part-Time and Continuing Education, and the Director functions under the supervision of the Faculty's Dean, interacting closely with the Director of the Faculty's Language Training Division and the Chair of the Department of French. The School offers undergraduate degree-credit courses in French language, literature and civilization at two consecutive six-week sessions beginning in early May and concluding in mid-August, during which time the Director resides in Trois-Pistoles. From September through April, the Director performs administrative duties for the School and teaches one course in the Department of French at The University of Western Ontario. Candidates must be fully bilingual, and should possess a doctorate in French language, literature, or linguistics. Experience in the teaching of French at the university level, skill at interpersonal relations, and demonstrated administrative competence are required. The nature of the appointment will be dependent upon the status and qualifications of the successful candidate. The appointment may be as a limited-term faculty member who will teach one course for the Department of French, with a term of three years (renewable), or as a member of staff with an indefinite term, concurrently teaching one course for the Department of French on a part-time basis. A faculty member currently tenured at the University of Western Ontario will also be eligible, for a term as Director of three to five years (reneweble). The appointment will commence on Sept. 1, 1985. Salary commensurate with qualifications and experience. Applications (with curriculum vitae and the names of three referees) should be sent by November 1, 1984, to: Dean T.N. Guinsburg, Faculty of Part-Time and Continuing Education, The University of Western Ontario, London, Ontario, N6A 5B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. ECOLE D'ETE DE TROIS-PISTOLES.** Directeur/Directrice. (Ce poste est offert aux femmes et aux hommes). L'University of Western Ontario sollicite des candidatures pour le poste de directeur de son école d'été d'immersion en français, située à Trois-Pistoles, Québec. Cette école, qui a 52 années d'existence, est rattachée à la Faculty of Part-Time and Continuing Education. Son directeur travaille sous l'autorité du doyen de la faculté et en étroite collaboration avec la directrice de la section des langues de la faculté et le chef du département de français. L'École offre des cours crédités de langue, littérature et civilisation françaises, au niveau du premier cycle, pendant deux sessions consécutives dont la première commence au début mai et dont la seconde se termine à la mi-août; pendant ce temps le directeur réside à Trois-Pistoles. Du début septembre jusqu'à la fin avril le directeur habite à London, Ontario où il s'occupe de l'administration de l'école et enseigne un cours dans le département de français de l'université. Les candidats doivent être parfaitement bilingues et détenir un doctorat en langue ou littérature française ou en linguistique. Ils doivent également faire preuve d'expérience dans l'enseignement du français au niveau universitaire, d'aptitudes en administration et de facilité dans les rapports humains. Selon ses titres et son expérience, le candidat retenu sera nommé soit à un poste temporaire de professeur adjoint pour une période de 3 ans (renouvelable), soit à un poste administratif pour une période indéterminée; dans l'un ou l'autre ces il enseignera un cours au département de français. Au cas où le candidat retenu occupait un poste de professeur permanent à l'University of Western Ontario, il serait nommé au poste de directeur pour une période de 3 à 5 ans (renouvelable). Date d'entrée en tonction: 1er septembre 1985. Traitement selon les titres de compétence et l'expérience. Toute candidature doit comporter un curriculum vitee et le nom de trois répondants et être transmise avant le 1er novembre 1984 à: Deen T.N. Guinsburg, Faculty of Part-Time and Continuing Education, The University of Western Ontario, London, Ontario, N6A 5B8. Conformément aux exigences relatives à l'immigration au Cenada, ce poste est offert aux citoyens canadiens et aux résidents permanents du Canada. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Sociology.** Chairman. Nominations and applications are invited for the position of Chairman of the Department of Sociology, Faculty of Social Science, effective July 1, 1985. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to: Chairman of the Selection Committee, Professor Denis Smith, Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. The deadline for submission is October 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Geography.** Chairman. Nominations and applications are invited for the position of Chairman of the Department of Geography, Faculty of Social Science, effective July 1, 1985. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to: Chairman of the Selection Committee, Professor Denis Smith, Dean, Faculty of Social Science, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. The deadline for submission is October 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

**YORK UNIVERSITY. Libraries.** York University Libraries invite applications for two positions: Associate Director. Responsible for development and management of public service and collection development programmes. M.L.S. or recognized equivalent, extensive experience in an academic/research library, managerial experience at the department head level or higher required. Appointment at the associate or senior librarian level; salary dependent on qualifications and experience. Position excluded from York University Faculty Association bargaining unit. Map Librarian. Responsible for effective operation of the Map Library. A full job description is available upon request. M.L.S. or recognized equivalent, undergraduate degree in geography or related area and evidence of administrative experience required. Experience working with a map collection preferred. Appointment at general or assistant librarian level. 1984/1985 salaries are under negotiation; 1983/84 floors are $18,170 and $20,750 respectively. Position included in the York University Faculty Association bargaining unit. Applications, including a current c.v. and the names of two referees, should be sent to Director of Libraries, 310 Scott Library, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R2. Preference will be given to applications received before September 30, 1984.

**THE UNIVERSITY OF MANITOBA. Agricultural Economics.** The University of Manitoba invites applications for the tenure-track position of Head of Department of Agricultural Economics and Farm Management. The Head is expected to provide strong leadership and to administer the teaching and research program of a Department currently consisting of 14 academic staff, five research assistants and approximately 30 graduate students. Applicants must have a Ph.D. degree in Agricultural Economics or Economics. Evidence of excellence in teaching and research is required. An ability to develop congenial working relations and maintain a stimulating academic environment is essential. Sufficient knowledge and interest in Canadian agriculture to interact effectively with agricultural clientele (government, business and producers) is required. Applicants should submit a description of their qualifications together with a curriculum vitae and the names of three references to: Dr. R.C. McGinnis, Dean, Faculty of Agriculture, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: January 1, 1985 or as soon thereafter as possible. Closing date for receipt of applications: October 15, 1984.

**NOVA SCOTIA COLLEGE OF ART AND DESIGN. Jewelry.** Assistant or Associate Professor. Full-time contract to begin July 1, 1985, to be Head of the Jewelry Department and teach intermediate and advanced classes in Jewelry. Desirable qualifications include an M.F.A. or equivalent, substantial exhibition record and teaching experience. Address letter of application with full curriculum vitae, including slides and names of three references to Joyce Chown, Chairperson, Craft Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6, before December 31, 1984.

## ACCOUNTING

**McMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting.** It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment date is open; however, July 1, 1985 is preferred. Applications should be mailed to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M4.

**THE UNIVERSITY OF MANITOBA. Accounting.** Rank open. Doctorate in hand or near completion. Undergraduate and MBA teaching and research in one or more of the following areas: financial accounting, managerial accounting, information systems and auditing. Salary is fully competitive and will depend on qualifications, experience and research record. The appointment will be effective July 1, 1985. Please contact Dr. N. Elias, Chairman, Search Committee, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permenent residents and others

eligible for employment in Canada at the time of application.

## ADMINISTRATIVE STUDIES

**YORK UNIVERSITY. Faculty of Administrative Studies.** Positions open commencing July 1, 1985, subject to budget approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. Rank and salary are open. Successful candidate will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele St., Downsview, Ontario, M3J 2R6. Deadline for submission — when positions are filled.

## AGRICULTURE

**UNIVERSITY OF GUELPH. Department of Animal and Poultry Science.** The Department of Animal and Poultry Science, University of Guelph, is seeking applicants for a professor/associate professor/assistant professor (teaching/research/extension) in meat science and growth and metabolism, tenure-track position. The individual will have the responsibility of teaching diploma and undergraduate courses in meat science. An opportunity exists to develop a graduate course that is commensurate with his/her research program. The individual will be expected to develop an outstanding research program in poultry meat and have a research interest in the quality of poultry products (eggs). The individual must be able to interact with both the production and processing sectors of the poultry industry. Qualifications include: A Ph.D. in a discipline of Animal and Poultry Science or poultry products; working knowledge of poultry slaughter, grading and processing for retail sale is desirable. An ability to communicate effectively and work harmoniously is expected. Applications will be accepted until 15th October 1984. Applications should include a complete résumé, transcripts and list of four references. Send to: Dr. R.R. Hacker, Chairman, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

**UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE. Department of Land Resource Science.** Assistant Professor in Soil Management/Soil Biology. Probationary (tenure-track) position. Date Available: July 1, 1985 (subject to final budgetary approval). Specialization in soil science with a good understanding of production agriculture is essential. This background must be complemented with expertise in soil microbiology or soil zoology. Skills which facilitate effective participation in research teams are required. Proficiency in oral and written English is essential. A Ph.D. degree is required. The responsibilities of this position will involve 65% research and 35% teaching. The research will be expected to contribute to the development of soil and crop management systems which sustain long-term productivity on the different classes of agricultural land. Emphasis will be placed on the interaction of soil biology and cropping systems on the dynamics of soil nitrogen and processes such as the alteration of soil structure, the improvement of soil drainage and the control of soil-borne plant diseases. The research effort will be expected to include the allocation of time for extension and the supervision of graduate students. The teaching responsibilities will include teaching at the diploma (2 yr. post secondary), degree (4 yr. post secondary) and post graduate level. Personal data, transcripts of academic records, names of three referees, and a list of publications should be forwarded to Dr. B.D. Kay, Chairman, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Deadline for application is Jan. 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ANTHROPOLOGIE

**UNIVERSITE DE MONTREAL. Faculté des arts et des sciences. Département d'anthropologie.** Poste de professeur à plein temps. Le Département d'anthropologie est à la recherche d'un professeur à plein temps en anthropologie biologique. Fonctions: Enseigner l'anthropologie biologique (incluant la paléontologie humaine) aux trois cycles; faire de la recherche; diriger les travaux des étudiants de maîtrise et de doctorat. Exigences: Ph.D. (ou l'équivalent) obtenu ou sur le point de l'être; expérience pertinente en enseignement et en recherche; dossier de publications; maîtrise de la langue française. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: Janvier 1985. Date de clôture des candidatures: Le 30 octobre 1984. Les candidats sont priés de faire parvenir leur curriculum vitae, une copie de leurs diplômes et trois lettres de recommandation à: M. Gilles Bibeau, Directeur, Département d'anthropologie, Université de Montréal, C.P. 6128, succursale A, Montréal, (Québec), H3C 3J7.

## ARCHITECTURE

**UNIVERSITY OF GUELPH. Landscape Architecture.** Assistant/Associate Professor. Tenure-track 12-month appointment. Teaching includes existing courses in regional landscape planning, and development of course work in environmental impact assessment and natural resource planning, utilizing computer graphics, mapping and data analysis. Responsibilities for advising undergraduate and graduate students. Candidate will also be expected to develop an aggressive research program. Salary and rank commensurate with qualifications. Ph.D. degree in natural resources planning, policy formation and public involvement with one degree in Landscape Architecture desirable. MLA's with a strong natural resource background and research record will be considered. Effective communication skills are essential. Ability and experience in resource planning and the utilization of computer systems in planning. Position subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: October 1, 1984. Anticipated starting date: Winter Semester, 1984. Letters of application, résumé and three letters of reference to be directed to: Cameron R.J. Man, Director, School of Landscape Architecture, University of Guelph, Guelph, Ontario, N1G 2W1. Telephone: 519-824-4120, Ext. 3352.

## ART

**QUEEN'S UNIVERSITY AT KINGSTON, CANADA. Art Conservation Program.** Conservator of Paper Objects. Queen's University is seeking a Conservator of Paper Objects to teach at the Assistant or Associate Professor level in the Master's Degree Program in the Restoration and Conservation of Historic and Artistic works. Candidates must be able to communicate well and teach at an advanced level in the history, technology and conservation of historic and artistic works composed primarily of paper, with particular emphasis on books. Some knowledge of the preventive conservation of photographs would be an asset but is not essential. Starting date for the appointment is September 1st, 1984, or as soon as possible thereafter. During the first year there will be limited teaching responsibilities while curriculum, equipment and other resources are being developed to begin full time teaching in September 1985. Salary is negotiable depending on experience and qualifications. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to reply. Enquiries should be sent to: The Director, Art Conservation Program, Art Centre Extension, Queen's University, Kingston, Ontario, K7L 3N6.

## BIOCHEMISTRY

**McMASTER UNIVERSITY. Biochemistry.** Postdoctoral Fellows or Research Associates for research in viral membrane glycoprotein and reverse transcriptase gene cloning, expression and directed mutagenesis, sorting of membrane glycoproteins and use of retrovirus vectors for insertion and expression of genes. Ph.D. in Biochemistry, Microbiology or Molecular Biology. Experience in animal virus and/or recombinant DNA. Minimum starting salary $18,500. Research Associates opportunity for limited teaching. Apply with names of three referees to Dr. H.P. Ghosh, Professor and Chairman, Department of Biochemistry, McMaster University, Hamilton, Ontario, Canada, L8N 3Z5.

**UNIVERSITY OF WESTERN ONTARIO. Department of Biochemistry.** Applications are invited for a tenure-track position in Biochemistry at the Assistant Professor, or Associate Professor level, with salary level commensurate with qualifications. The successful candidate will be expected to develop an independent research program in one of the following areas: biochemistry of differentiation; regulation of gene expression in eukaryotes; function and/or biogenesis of membrane components, receptors. Applicants should be prepared to contribute to both graduate and undergraduate teaching programs. The position is available beginning July 1, 1985. Send curriculum vitae, representative reprints, and letters of reference to: Dr. W.C. McMurray, Chairman, Department of Biochemistry, University of Western Ontario, London, Ontario, N6A 5C1. An equal opportunity employer. In accordance with Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## BIOLOGY

**UNIVERSITY OF GUELPH. Department of Environmental Biology — Apiculture.** A tenure-track position is available in the Department of Environmental Biology, University of Guelph for an Associate Professor to teach and carry out research in apiculture and crop pollination. The position will be filled at the Associate Professor level since we are seeking a candidate with experience and an established research program. Duties of the position include teaching (both undergraduate and graduate), research and direction of graduate students. The research program will include crop pollination (oil seed crops, small fruits, tree fruits) and occasional extension of this information as well as fundamental investigations in pollinator biology. The University of Guelph has a well-established reputable program in international apiculture to which the successful applicant will be expected to contribute, largely in a management role by occasional brief trips overseas. The appointment, contingent on the availability of funds, is available immediately. Qualifications: A Ph.D. in apiculture or closely related field; a demonstrated interest in research related to pollination ecology and apiculture; demonstrated competence in teaching in these areas at the under-graduate and graduate levels. Applications, including a complete résumé, academic transcripts and the names of three references, should be sent to: The Chairman, Department of Environmental Biology, University of Guelph, Guelph, Ontario, N1G 2W1. Closing Date: 30th September 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**McGILL UNIVERSITY. Redpath Museum.** Research Fellowships in Biology and Paleontology. The Redpath Museum, McGill University, invites applications from Canadian citizens and landed immigrants in Canada who wish to be sponsored for NSERC University Research Fellowships. The Museum has important collections in the areas of Invertebrate Paleontology, Paleobotany, Malacology and Mammalogy. NSERC University Research Fellowships are awarded for five years, carry a salary at the assistant professor level, and include financial support for research. Send curriculum vitae, representative reprints and three letters of reference by September 31, 1984 to: Dr. R.L. Carroll, Redpath Museum, McGill University, 859 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6.

**UNIVERSITY OF WATERLOO. Biology.** The Department of Biology, University of Waterloo, invites applications for NSERC University Research Fellowships in the following areas of research interest: (i) population genetics with emphasis on the genetic structure and dynamics of real as opposed to theoretical populations; (ii) nucleic acid chemistry with emphasis on either in vitro DNA synthesis or site-specific mutagenesis; (iii) protein chemistry with emphasis on immunological analyses. Applications in other areas will also be given serious consideration. Successful candidates will be expected to establish a vigorous research program and participate in teaching both undergraduate and graduate students. A curriculum vitae including names of three referees should be sent to Dr. J.E. Thompson, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Prospective candidates should examine the NSERC Awards Guide 1984-85, paragraph 186 on page 52 for details. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**CARLETON UNIVERSITY. Biology.** Developmental Biology/Cell Biology. The Department of Biology, Carleton University, invites applications for a tenure-track preliminary appointment at the assistant professor level from July 1st 1985 (or earlier if the applicant is an NSERC University Research Fellow) in the area of Developmental Biology/Cell Biology. The applicant must have a Ph.D., postdoctoral experience and show potential for developing a strong, independent research program in developmental or cell biology. The successful applicant will be expected to teach advanced graduate and honours undergraduate courses in animal developmental biology, cell biology and/or introductory biology. Send curriculum vitae, a description of teaching and research interests and the names of three referees to Dr. D.R. Gardner, Chairman, Department of Biology, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. Closing date October 1st, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

**UNIVERSITY OF NEW BRUNSWICK. Biology.** The Department of Biology, University of New Brunswick, Fredericton Campus requires a Geneticist with expertise in Botany or Plant Science with a main responsibility to teach genetics and carry out a vigorous research program. The candidate must have a Ph.D. degree and proven ability in research and teaching. Assistant Professor, 2-year term appointment possibly leading to tenure-track position, to start after July 1, 1984. Salary in accordance with qualifications and experience; minimum starting salary $26,243. Apply, giving full c/v, a letter indicating the nature of a proposed research program and names of three academic referees to: Dr. M.D.B. Burt, Chairman, Department of Biology, University of New Brunswick, Bag Service 45111, Fredericton, New Brunswick, E3B 6E1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## BOTANY

**THE UNIVERSITY OF BRITISH COLUMBIA. Department of Botany.** Research Associate — Plant Biophysicist — Physiologist. Research Associate with Ph.D. in Plant Biophysics and/or Plant Physiology to join a group studying changes in cell wall constituents during hormone- and acid-induced extension. The project involves use of proton and deuterium NMR spectroscopy, x-ray diffraction analysis and enzymological techniques. A strong background in polysaccharides and plant physiology is required. The position is open immediately and initially is for 3-5 years. Applications will be accepted until October 15th, 1984. Initial salary $20,500 per year. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Contact: Dr. I.E.P. Taylor, Department of Botany, The University of British Columbia, Vancouver, B.C. V6T 2B1.

## BUILDING STUDIES

**CONCORDIA UNIVERSITY.** Centre for Building Studies. Research Associates or post-doctoral fellows are required to work in the Centre for Building Studies at Concordia University. Applicants should hold a doctorate. Appointments will be made in one or more of the following areas: Computer-aided building design, energy conservation in buildings, construction management and wind effects on buildings. In accordance with Canadian Immigration requirements, first priority will be given to Canadian citizens and

permanent residents. Applications, which should include curriculum vitae and the names of three referees, should be addressed to Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve West, Montreal, (Québec), H3G 1M8, Canada.

## BUSINESS ADMINISTRATION & COMMERCE

**UNIVERSITY OF WATERLOO. Business Administration.** Accounting — Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) taxation (iii) managerial accounting (iv) information systems. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1985 or by arrangement. Appointments available until positions filled. Send résumés to Dr. Jack R. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

**UNIVERSITY OF WINDSOR. Faculty of Business Administration.** Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, management, etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. Ph.D. (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send résumé to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN. College of Commerce.** Applications are invited for permanent and visiting faculty positons from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing, and Organizational Behaviour. A Ph.D. or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send résumés to: Dr. W.J. Brennan, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

**McMASTER UNIVERSITY. Faculty of Business.** Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Management Science. Rank of Assistant, Associate or Professor, depends on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Science will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1985 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

**QUEEN'S UNIVERSITY. School of Business.** Applications are invited for tenure-track or tenured positions in Accounting, Production/Operations Management, Organizational Behaviour and Finance. In addition, qualified applicants in International Business and Information Systems are sought. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching will be at the B.Com., M.B.A., and Ph.D. levels. Applications will be accepted until positions are filled but should be submitted by December 31, 1984 since interview visits will be scheduled early in 1985. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three references to: Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

**McGILL UNIVERSITY. Business Administration.** 1. Assistant Professor and Beginning Associate Professor in such functional specialities as Accounting, Finance, Marketing, International Business, Policy, Systems & Computers, Management Science, Organizational Behavior and Industrial Relations. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B.Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Effective date of appointment — August 1, 1985. Closing date to receive applications — December 15, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**SIMON FRASER UNIVERSITY. Business Administration.** The Faculty of Business Administration invites applications for tenure-track appointments in: 1. Accounting; 2. Business Finance; 3. M.I.S.; 4. Marketing; 5. Organization Behaviour. Rank open. Successful candidates must have strong research and teaching abilities for both undergraduate and graduate courses. Ph.D. in hand or near completion. Be prepared to actively participate in the development of the Faculty. Start date — September 1985 (flexible). Candidates eligible for employment in Canada at time of application are preferred. All positions are subject to budgetary approval. Send curriculum vitae and names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

## CHEMISTRY

**UNIVERSITY OF OTTAWA. Chemistry.** Applications are invited for a tenure-track position in chemistry. The position will be filled at either the assistant or associate professor level. Outstanding applicants at the full professor level may also be considered. The individual, who must be capable of lecturing in French and English, is expected to direct a vigorous research program (preferably, but not necessarily, in organic chemistry). Curriculum vitae and three letters of recommendation should be sent to: Professor H. Alper, Chairman, Department of Chemistry, University of Ottawa, Ottawa, Ontario, Canada, K1N 9B4. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITE D'OTTAWA. Chimie.** Le département de chimie cherche un(e) candidat(e) en vue de pourvoir à un poste en chimi avec la possibilité de permanence. Ce poste sera ou bien au niveau de professeur adjoint ou bien au niveau de professeur agrégé. Des candidats exceptionnels pourraient aussi être considérés au niveau de professeur titulaire. En plus d'être capable d'enseigner en français et en anglais, on s'attend à ce que le(la) candidat(e) effectue un programme de recherche dynamique (de préférence, mais pas nécessairement, en chimie organique). Les personnes intéressées sont priées d'envoyer leur curriculum vitae et trois lettres de recommendation à: Protesseur H. Alper, Directeur, Département de Chimie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 9B4. Conformément aux exigences du service de l'Immigration cette annonce est addressée aux citoyens canadiens et aux résidents permanents.

**UNIVERSITY OF ALBERTA. Chemistry.** Applications are invited for a Research Associate position in the area of the chemistry and biology of fungal metabolites. The successful candidate must have a Ph.D. in organic chemistry and published research experience in the chemistry of natural products. A knowledge of and experience in culturing techniques is essential, as well as experience in the isolation and structure determination of fungal metabolites. A knowledge of biochemical techniques will be advantageous. The initial salary will be in the range of $19,000 - $21,000, depending on experience. The position is initially for a three year period with continuation subject to availability of funding. Completed applications with a list of publications and three professional referees must be received by October 1, 1984. Respond to: Dr. W.A. Ayer, Department of Chemistry, University of Alberta, Edmonton, Alberta, T6G 2G2. The University of Alberta is an equal opportunity employer but in accordance with Canadian employment and immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

**YORK UNIVERSITY. Department of Chemistry.** Faculty position. Analytical Chemistry. Applications are invited for a tenure-track appointment. The applicant should have a Ph.D. degree and a strong record of accomplishment in advancing the field of analytical chemistry preferably with interests related to environmental and toxicological problems. Dedication to excellence in research, as well as in teaching at the undergraduate and graduate levels, will be expected. The closing date for applications is November 30, 1984. Applications consisting of a curriculum vitae, a summary of interests in, and plans for research and the names and addresses of three referees should be sent to: Dr. Colin R. McArthur, Chairman, Department of Chemistry, York University, 4700 Keele St., Downsview, Toronto, Ontario, M3J 1P3, Canada. In accordance with Canadian employment and immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF TORONTO. Department of Chemistry.** Post-Doctoral/Research Associate Positions. Novel Supported Metal Cluster Catalysts Prepared by Metal Vapour Synthetic Methods. (NSERC Strategic Energy Programme). This ongoing research programme necessitates highly skilled personnel having a Ph.D. in Chemistry and at least 3-5 years experience with FR-far-IR, dye laser Raman, resonance Raman, fluorescence and esr spectroscopies; metal atom matrix isolation and preparative technology; modern photochemistry/surface science/catalysis methodologies; computational quantam chemistry; synthesis/characterization of heterogeneous and hybrid phase (zeolite, oxide, carbon, polymer) catalysts; batch/flow; on line GC/MS catalyst evaluation. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Minimum stipend $20,000 for a two year renewable appointment. Send résumé and three referees names to: Professor Geoffrey A. Ozin, Department of Chemistry, 80 St. George St., University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

## COMMUNICATION

**NOVA SCOTIA COLLEGE OF ART AND DESIGN. Visual Communication.** One semester appointment in the Visual Communication Program, Design Division. Responsibilities are to teach the introductory level studio course "Elements and Grammar of Visual Language" and the intermediate level course "Message Interpretation" as a team member; and in addition, to organize the seminar "Design Issues". An M.F.A. in Design or equivalent plus five years professional and teaching experience required. Address letter of application with curriculum vitae, examples of design work and names of references to: The Chairman, Design Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Open to Canadian citizens and permanent residents. Deadline October 1, 1984.

## COMPUTER SCIENCE

**WILFRID LAURIER UNIVERSITY. Physics and Computing.** Applications are invited for a continuing position in the Department of Physics and Computing. The successful candidate should have a Ph.D. in Computer Science. An excellent undergraduate teaching record with a productive research program or a demonstrated potential to carry out same would be a definite asset. Additional expertise in some of the following areas would be desirable — compiler writing, operating systems design, data base technology, graphics, artificial intelligence, simulation, CAD/CAM. The appointment will be effective July 1, 1984 or later with rank and salary commensurate with qualifications. The position is open until a suitable appointment can be made. Applications, including curriculum vitae and the names of three referees should be sent to Dr. John Lit, Chairman, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF ALBERTA. Department of Computing Science.** Applications are invited for three tenure-track positions at the assistant/associate professor level. The Department is currently involved in an expansion program to meet increased student enrolments. Candidates must have a Ph.D. in Computing Science or related field, or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the graduate and undergraduate levels, and research. Candidates from all areas will be considered, although preference will be given to those with expertise in the area of VLSI, Software Systems, Networks, Programming Languages, Software Engineering, Artificial Intelligence and Computer Architecture. At least one appointment will be made in the area of VLSI or Software Systems. Current hardware support includes an AMDAHL 5870, a network of VAX 11/780's, PDP-11's and well equipped mini and micro computer laboratories. Salary and rank commensurate with qualifications and experience. Send curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until December 31, 1984. The University is an equal opportunity employer but in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY. Computer Science.** Applications are invited for tenure-track and visiting positions at all levels in (a) Computer Graphics, (b) Business Computing, (c) Operating Systems, (d) Silicon Compilers/Computer Aspects of VLSI; other areas of computer science will also be considered. Applicants should have a Ph.D. degree in computer science or related field. The department presently has 26 full-time professors, it offers both undergraduate and graduate programs in English with an enrolment of over 1000 students. Apply giving résumé and names of at least 3 references to: Dr. R. De Mori, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed only to Canadian citizens and permanent residents of Canada.

**DALHOUSIE UNIVERSITY. Computing Science.** Applications are invited for a tenure-track position in Computing Science at the assistant professor level. The normal date of appointment is July 1, 1985 (although January 1, 1985 would be considered). Requirements are a Ph.D. and a proven ability or demonstrated potential for research and teaching. Outstanding applicants in any area of Computing Science will be seriously considered but preference will be given to applicants whose research interests include the areas of operating systems or distributed computing. Computing Science is in a state of active development at Dalhousie University, with five appointments having been made within the last 2 years. Send vitae and names of three references to: Dr. R. Rosenberg, Director of Computing Science, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

**McMASTER UNIVERSITY. Unit for Computer Sciences.** Applications are invited for a senior position in Computer Science, subject to final budgetary approval. Applicants should have a Ph.D., demonstrated teaching ability and proven research record. Specialization in computer graphics, microcomputer networks, operating systems, database systems, or programming languages is desirable. Responsibilities include teaching at undergraduate and graduate levels, and research. Salary commensurate with qualifications and experience. University computing facilities include an IBM 3031 (for administration), a Control Data Cyber 170/730,

several DEC VAX's and several HP 3000's. The Unit for Computer Science has just acquired a Convergent Technologies Megaframe and three Pixel-80's for teaching and research. In addition, it has a microcomputer laboratory containing 15 machines interconnected as a local area network, and a computer graphics lab containing a DEC PDP11/23 with an AED 512 colour display. Please send curriculum vitae and arrange for three letters of reference to: Dr. P.J. Ryan, Chairman, Unit for Computer Science, McMaster University, Hamilton, Ontario, Canada, L8S 4K1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF TORONTO. Computer Science.** The University of Toronto, Department of Computer Science, invites applications for one or two senior faculty positions with rank and salary to be determined by the successful applicant's past experience and qualifications, subject to budgetary approval. We will consider applicants with proven research abilities in the following areas: 1) Computer Graphics — realistic image synthesis, motion understanding and modelling, display systems architectures and interaction techniques. A demonstrated ability to help organize and lead a sizeable Computer Graphics Research Lab is essential. 2) Numerical Analysis/Scientific Computing — with a strong interest in numerical software. The successful candidate will be expected to play a leading role in the development of a scientific computing group that has been formed in the Department of Computer Science. 3) Systems Software — software for embedded systems, microprocessor systems (possibly distributed) real-time software, operating system design and language design for system software. An interest in robotics is desirable. 4) Theory — algebraic computation, graph theoretical algorithms, VLSI design and analysis. Appointments may commence either January 1, 1985 or July 1, 1985. Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision and research. Apply in writing to Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A4, together with curriculum vitae, and the names of at least three referees. Deadline for application is September 30, 1984. Note: In accordance with Canadian immigration regulations, priority will be given to qualified Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF TORONTO. Computer Science.** The University of Toronto, Department of Computer Science, invites applications for Assistant Professorships at all three campuses, commencing either January 1, 1985 or July 1, 1985. Both tenure stream and contractually-limited (1-3 year) appointments are available, subject to budgetary approval. Salary commensurate with qualifications and experience. Applicants should hold a Ph.D. in computer science; all areas will be considered. Duties include teaching at the undergraduate and graduate levels, graduate student supervision and collaborative research. Apply in writing to Professor Allan B. Borodin, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A7, together with curriculum vitae, transcripts and three letters of reference. Deadline for application is September 30, 1984. Note: In accordance with Canadian immigration regulations, priority will be given to qualified Canadian citizens and permanent residents of Canada.

## CRAFTS

**NOVA SCOTIA COLLEGE OF ART AND DESIGN. Ceramics.** One semester eppointment in the Ceramics Department, Crafts Division. Responsibilities are to teech introductory and intermediate classes in ceremics end glaze chemistry. The successful cendidete will be able to teech drawing et the introductory level. Desireble qualificetions include an M.F.A. or other comparable qualifications, substantial exhibition record and teaching experience. In accordance with Canedian Immigration regulations, this notice is directed to Canadian citizens and permanent residents. Send e lull curriculum vitae, slide portfolio end names of three references to Joyce Chown, Chairperson, Craft Division, Nove Scotia College of Art and Design, 5163 Duke Street, , Halifax, Nova Scotia B3J 3J6. Deadline October 31, 1984.

## ECONOMICS

**UNIVERSITY OF WINNIPEG. Department of Economics.** The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on September 1, 1985 (subject to budgetary approval). Applicants for the position should have a Ph.D. (completed or near completion). The successful candidate must have a strong commitment to undergraduate teaching and research. The Department is particularly interested in attracting candidates in history of economic thought and economic history, although strong candidates in other fields are encouraged to apply. The rank is at the Assistant Professor level, but individuals with exceptional qualifications will be considered at a higher rank. Applicants should send curriculum vitae and names of at least three referees to: Professor D.J. Snidal, Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**McGILL UNIVERSITY. Department of Economics.** One opening, beginning in September 1985 for a distinguished professor. Candidate must have an outstanding publications record, important ongoing research, and demonstrated effectiveness in teaching. Areas of specialization are open. Preference for candidates with a background in Econometrics or Mathematical Economics. Position carries tenure. Salary commensurate with qualification. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three references. Contact: Professor Myron J. Frankman, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7.

**McGILL UNIVERSITY. Department of Economics.** Applications invited for a tenure-track appointment at the rank of Assistant Professor, commencing September 1985, subject to budgetary approval. Fields of specialization are open. A Ph.D. (completed or near completion) required. Applications with a c.v. and names of three referees should be addressed to Professor Myron J. Frankman, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Economics.** Assistant, Associate or Full Professor. At Assisfant level, serious consideration will be given to applicants with a Ph.D. (or expected in 1985), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance and outstanding candidates in any area will be considered seriously. Candidates for a senior position must be scholars of international reputation and good teachers. At this level, preference will be given to epplicants whose fields of interest include Economic Theory and Mathematical Economics. These positions are open to both men and women, end the Associate or Full Professor position in Economic Theory is open to applicants of all nationalities. In the case of all other positions, and in eccordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are tenure-track positions. Appointments at the rank of Associate end Full Professor may be made with tenure from the outset. Any candidate who has not completed his or her Ph.D. or equivalent qualification at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, research, supervision, significant reseerch output, and some edministrative duties. Fully competitive selary and other conditions. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1985. Positions subject to budgetary approval. Closing date for receipt of applications is November 15, 1984. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Economics.** Instructor. Work towards Ph.D. or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the Ph.D. or equivalent qualification, may be appointed at the rank of Lecturer, and any candidate with a completed Ph.D. or equivalent qualification is eligible for appointment at the rank of Assistant Professor. The limited-term nature of the position will not be changed. Duties include teaching various undergraduate courses in economics, including Principles of Economics. Salary floor $16,000. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1985. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1985. An Equal Opportunity Employer.

## EDUCATION

**THE UNIVERSITY OF ALBERTA. Faculty of Education.** Department of Educational Psychology. Multiple Dependent Handicapped Graduate Program. Assistant professor to prepare teachers and other personnel to work with individuals with severe and/or multiple handicaps. Applicants should have completed doctoral degrees, training specific to education of students with severe handicaps, university teaching experience, applied experience with this population, and demonstrated research skills and a publication record. Specialized skills in vocational training and/or educating individuals with sensory deficits is desirable. This graduate level training program is complementary to an existing undergraduate and graduate training program in special education. Salary renge: $29,720 - 36,000 per annum. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. Closing date — as soon as suitable applicant is found. The evellability of this position is subject to funding approval. Application, including a currenf curriculum vitae, transcripts or other record of relevant academic work and names of three referees, should be sent to: Dr. H.W. Zingle, Chairman, Department of Educational Psychology, Faculty of Education, 6-102 Education North, The University of Alberta, Edmonton, Alberte, Canada. T6G 2G5.

**UNIVERSITY OF VICTORIA. Faculty of Education.** Two tenure-track positions at the Assistent Professor level required in the areas of (1) Early Childhood Education, and (2) Language Arts/Reading. Doctorates in the speciellst erees plus successful classroom experience. Early Childhood position requires experience in curriculum development for young children and the ebility to supervise student teachers in the field. Language Arts position requires knowledge end instructional expertise at the intermediate grades level plus ability to supervise student teachers. Salary within university guidelines at rank. University policy requires preference be given to qualified applicants with Candian or landed immigrant status. Send curriculum vitae and names of academic and professional referees to: Dr. Arthur Olson, Chairman, Communications and Social Foundations, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Appointment effective July 1, 1985 and subject to adequate funding. Deadline for epplications February 1, 1985.

**UNIVERSITY OF MANITOBA. Continuing Education.** Subject to budgetary approval, the Continuing Education Division at the University of Manitoba invites applications for a two year term position at the assistant or associate professor level. Applicants are expected to hold an M.B.A. and to have extensive experience in the design, implementation and marketing of management continuing education programs in the profit and non-profit market sectors. Preference will also be given to persons with administrative experience in continuing education. Initial duties will include teaching, program development and marketing activities in the fields of administration and organizational development. Salary is commensurate with rank and experience. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application and a copy of their curriculum vitae, together with the names and addresses and telephone numbers of three referees, to Dr. R. Kristjanson, Director of Personal and Professional Development Programs, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for the receipt of applications is October 1, 1984.

## ENGINEERING

**UNIVERSITY OF OTTAWA. Geotechnical Engineering.** The Department of Civil Engineering at the University of Ottawa will be making a tenure-track appointment in Geotechnical Engineering at the Assistant or Associate Professor level effective September 1, 1984 or as soon as feasible thereafter. The successful applicant must hold a Ph.D. degree and will be expected to participate in the undergraduate and graduate teaching programme and conduct research in Geotechnical Engineering. Salary level will commensurate with qualifications and experience. Knowledge of both official languages (English and French) will be considered a definite asset. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to the Chairman, Department of Civil Engineering, Faculty of Science and Engineering, University of Ottawa, Ottawa, Ontario, K1N 9B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only.

**UNIVERSITE D'OTTAWA. Géotechnique.** Le département de génie civil de l'Université d'Ottawa offre un poste permenent en géotechnique au niveau adjoint ou agrégé à compter du 1er semptembre 1984 ou le plus tôt possible par la suite. Le candidat choisi doit posséder un doctorat et enseigner aux 1er, 2ième et 3ième cycles ainsi que faire de la recherche en géotechnique. Le salaire sera établi selon les qualifications et le degré d'expérience du candidat. Une bonne connaissance des deux langues officielles (français et anglais) sera définitivement un atout. La demande d'emploi devra être accompagnée d'un curriculum vitae et des noms de trois références. Le tout devra être envoyé le plus tôt possible au Directeur, Département de Génie Civil, Faculté des Sciences et de Génie, Université d'Ottawa, Ottawa, Ontario, K1N 9B4. Conformément aux exigences d'immigration Canada, cette annonce s'adresse seulement aux citoyens canadiens et aux résidents permenents.

**THE UNIVERSITY OF BRITISH COLUMBIA. Electrical Engineering.** The Department of Electrical Engineering of the University of British Columbia invites applicetions for positions at the Assistant and possibly Associate Professor level in the following areas: Digital Systems and reteted areas; Integreted Electronics, including microwave integrated circuits; Computer Applications to Industriel processes. Qualifications include a Ph.D. and strong commitment to teaching and research. Industrial experience would also be an asset. In accordance with the Canadian

migration requirements, this is directed, in the first instance, to Canadian citizens and permanent residents. Pleese address all correspondence to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5.

**UNIVERSITY OF MANITOBA. Electricel Engineering.** The Department of Electrical Engineering at the University of Menitoba is eccepting applications for tenure-track faculty positions in Computer Engineering, beginning Jenuary 1, 1985 or as soon thereafter as possible. Ranks and salary are open and commensurete with quelifications and experience. Duties includa undergreduate and graduate teaching, research supervision, significant research output and some administrative duties. The department offers two B.Sc. degree programs: electrical engineering and computer engineering, with yeerly enrollments of 80 and 60 respectively, in each four-year degree program. It has a typical enrollment of 115 graduate students working for M.Eng., M.Sc. and Ph.D. degrees. Currently there are 23 full-time faculty members and eight adjunct professors. The candidates must have a doctorate in electrical or computer engineering, with a demonstrated interest in teaching and research in areas relevant to Computer Engineering. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Résumés, including the names and addresses of three referees, should be addressed to: Dr. R.M. Mathur, Head, Department of Electrical Engineering, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. The closing date for receipt of applications is September 30, 1984.

**TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering.** Applications are invited for two tenure-track faculty positions at the assistant or associate professor level in the general area of Electronics. In addition to teaching courses at the undergraduate and graduate level, the successful candidates will conduct their research at the Applied Microelectronics Institute, Halifax, which is located on the same campus. Specialization in one or more of the following areas will be an asset: Digital techniques and systems design, Optical electronics, Computer-aided design, Power electronics, Data communication systems, Integrated circuit design. Salary and rank will be commensurate with qualifications and experience. Please send your résumé to Dr. W.Z. Fam, Professor and Head, Department of Electrical Engineering, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO. Department of Electrical Engineering.** Applications are being accepted for the position of Assistant Professor in the areas of semi-conductor devices, computer-aided design, computer engineering and high voltage engineering. Dualifications include a recent Ph.D. in Electrical Engineering and a commitment to excellence in research and teaching at both the undergraduate and graduate levels. Candidates will be expected to conduct a high quality research program in an area compatible with the interests of the Department. Salary offered will depend on qualifications. The minimum salary for the Assistant Professor level is $25,300.00. Those interested should send their résumés to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 30 Sept. 1984 but positions will remain open until filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY DF WATERLOD. Department of Systems Design Engineering.** Applications are invited for a tenure-track faculty position as Assistant Professor. Candidates should have a recent Ph.D. end research interests in some of the following areas: artificial intelligence, CAD/CAM, computer graphics, robotics expert systems. The successful applicant will be expected to teach both undergraduate and graduate courses, and maintein an active research program. Salary according to quailfications. Résumés, with nemes of three references should be sent to: Professor K. Huseyin, Department of Systems Design Engineering, University of Waterloo, 200 University Avenue W., Weterloo, Dntario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadien citizens or permanent residents. Closing date for receipt of applications is October 1, 1984.

**CARLETON UNIVERSITY. Department of Mechenicel and Aeronauticel Engineering.** A tenure-track position is open at the Assistant or Junior Associate Professor level, effective January 1st, 1985. Candidates should have an interest in design, end in particular Computer Aided Design. A strong interest in Computer Aided Design laboratory development is desirable. Duties include undergraduate and graduate teaching and participation in the research program. in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is open to both men and women. Send CV and the names of three referees to Professor H.I.H. Saravanamuttoo, Chairman, Mechanical and Aeronauticel Engineering, Carleton University, Ottawa, Ontario, K1S 5B6.

**UNIVERSITY OF ALBERTA. Mechanicel Engineering.** The Depertment of Mechanical Engineering at the University of Alberta is taking applications for a teaching position at the Assistant Professor level (salary range $29,720 - $42,920) in the area of Fluid Mechanics or Thermoscience. The successful applicant will have at least one of his/her degrees in Mechanical Engineering and be willing to participete in the teaching of basic core courses in Mechanical Engineering including laboratories and design seminars. The successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submit curriculum vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to the Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is Jan. 1/85.

**UNIVERSITY OF NEW BRUNSWICK. Chemical Engineering.** The Department of Chemical Engineering of the University of New Brunswick has a permanent faculty position available as of September 1, 1984. A Ph.D. in Chemical Engineering or the equivalent is required. Industrial experience and eligibility for professional registration is desirable. The position is available at the Assistant Professor rank. The Department has an undergraduate and graduate program leading to B.Sc., M.Sc., M.Eng. and Ph.D. degrees. The graduate program involves fundamental and applied research as well as studies carried out in cooperation with local industries. The Department presently has ten full-time faculty members. The successful candidate would be involved in all aspects of the Department including teaching, research, and cooperative programs with local industry. The Department has research programs in the areas of molecular sieves, metallurgical processes, combustion, heat and mass transfer, fluid mechanics end energy conservation. The Chemical and Mechanical Engineering Departments are developing an option in Nuclear Engineering which includes a research program at the graduate level. Candidates with related interests are sought although persons with other qualifications will be considered. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Present salary range: Assistant Professor $26,243 - $37,289. The salary range is presently under negotiation for July 1, 1984. Applicants should send curriculum vitae giving research interests and the names of three referees to: Dean F.R. Wilson, Dean of Engineering, University of New Brunswick, P.D. Box 4400, Fredericton, N.B., E3B 5A3.

**McMASTER UNIVERSITY. Mechenicel Engineering.** Applications are invited for a tenure-track appointment in the Department of Mechanical Engineering. Applicants should hold a recent Ph.D. in the area of controls, mechanics or design and have specific research interests in manufacturing engineering. Teaching responsibilities will primarily cover undergraduate end graduete courses in the above areas. Salary and rank will be commensurate with experience and qualifications but it is expected thet the appointment will be made at a junior level. The appointment will be made in accordance with Canadian Immigration regulations and this advertisement is directed to Canadian citizens and permanent residents. Applications will be considered until the position is filled. Interested candidates should send a curriculum vitae, a brief description of research interests and the names of three referes to Dr. D.S. Weaver, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7. Tentative starting July 1, 1984.

**THE UNIVERSITY OF ALBERTA. Computer Engineering.** Applicetions are invited for a faculty appointment in the Computer Engineering program of the Electrical Engineering Department, University of Alberta; at Assistant or Associate Professor rank. Current salary floors: Assistant $29,720; Associate $37,420. Applicants should have a Ph.D. (or pending) in Electrical Engineering, Computing Science, or equivalent, and be strongly committed to teaching and curriculum development as well as research in one or more of the following areas: computer systems design, computer systems organization, software engineering, VLSI, robotics, and microelectronic applications. Research funding and operational support are available. Applications will be accepted until 31 October 1984. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadians citizens and permanent residents. Send résumé and names of at least 3 references to: Dr. C.R. James, Professor & Chairman, Depertment of Electrical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7.

**THE UNIVERSITY OF MANITDBA. Water Resources-Systems Analysis.** The Department of Civil Engineering is currently building an effort in civil engineering systems analysis, and has an opening in water resources — systems analysis. The successful candidate will be expected to teach undergraduate and graduate courses in water resources with a systems emphasis, as well as to establish a research effort in this area. A Ph.D. in civil engineering is required. The university encourages both women and men to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is at the assistant professor level with an initial full time appointment for a period of two years beginning September 1, 1985 or later. Please send a curriculum vitae, copies of recent publications, and the names of three referees to: Prof. H. Cohen, Head, Department of Civil Engineering, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

**CONCORDIA UNIVERSITY. Mechenical Engineering.** The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position to start immediateiy. The Department offers B. Eng., M. Eng., and Ph.D. programs and has a well-established faculty research activity. Applicants should have a Ph.D. with a high promise of excellence in teaching and proven ability to conduct significant independent research. The areas of specialization for which a candidate is sought are either: fluid power and controls, automation, and system dynamics with working knowledge of microprocessor applications or: computer-aided design and manufacturing, machine intelligence, robotics with relevance to industrial engineering, and applications using interactive graphic facility. The successful candidate will be expected to seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contracts with industry. The salary is competitive. Applications, including detailed curriculum vitae and names of three referees, should be sent to Dr. T.S. Sankar, Chairman, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Duebec, H3G 1M8. In accordance with Candian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## FINANCE/MANAGEMENT

**SAINT MARY'S UNIVERSITY. Depertment of Menagement.** Tenure-track position and others in Mgt, OB, Pers, IR, Policy, Interni Bus, Social Aspects at undergraduate and graduate levels beginning Sept. 1985. Ph.D. or ABD required. Send application to Prof. R. Connell, Chairperson, Dept. of Manegement, St. Mary's University, Halifax, Nova Scotie, B3H 3C3.

**UNIVERSITY DF MANITDBA. Fiaence.** Rank open. Ph.D. in hand or dissertation neer completion. Undergraduate and MBA teeching and research in one or more of the following areas, corporate finance, investments and capital markets. Salary is fully competitive and will depend on qualifications, experience and research record. The appointment will be effective July 1, 1985. Please contact Dr. N. Klais, Chairman, Search Committee, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applicetions from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

## GENETICS

**UNIVERSITY DF ALBERTA. Molecular Genetics.** Vacancies exist for two postdoctoral fellows in a group investigeting the genetics of purine metabolism in Dorsophila. Candidates should be relatively recent graduates from a doctoral program in Genetics, Biochemistry, Microbiology, Cell biology or Developmental Biology. Basic training in the recombinant DNA and genetic techniques involved will be provided. Salary and other conditions of employment will be within the guidelines specified by NSERC (currently $17,580 - $20,700 per annum). A limited removal allowance will be available. The possibility exists for the appointment of a Canadian Citizen or permanent resident as a research associate (at e somewhat higher salary) given appropriate qualifications. The Department of Genetics in the Faculty of Science. It has thirteen faculty, investigating e variety of genetic problems, primarily from the molecular point of view. It has particular strengths in yeast and Drosophila genetics, in studies of mutagenesis and in recombinant DNA technology. For further information please contact: Mr. David Nash, Chairman, Department of Genetics, University of Alberta, Edmonton, Alberta, T6G 2E9. Applicants are asked to include a curriculum vitae, copies of research publications and the names of a minimum of three academic referees. The University is an equai opportunity employer.

**UNIVERSITY OF ALBERTA. Department of Genetics.** Sessional (eight month) appointment at the Assistant Professor level. To teach Biology 297 (Heredity) a half year introductory course covering the cellular and molecular basis of the transmission of hereditary characteristics; Mendelian inheritance and its cytological basis, microbial genetics; linkage and genetic mapping; DNA as genetic material; gene action; the genetic code. The successful applicant will be expected to teach the course in both terms (September - December 1984 and January - April 1985). Additional teaching assignments, within the framework of Departmental requirements, will be adjusted to fit the aptitudes of the appointee. Salary $2568 month. Applicants should have a Ph.D. and teaching experience. Applications, including curriculum vitae with the names of three referees should be sent to David Nash, Chairman, Department of Genetics, University of Alberta, Edmonton, Alberta, T6G 2E9. Closing date: when the position is filled. The University is an equal opportunity employer but in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

**THE UNIVERSITY OF BRITISH CDLUMBIA. Department of Medical Genetics.** Tenure-track faculty position for Clinical Geneticist with Canadian College of Medical Geneticists certification or American Boerd of Medical Genetics certification. Area of special expertise (such as metabolic disorders or chromosome-phenotype correlations) desirable. Applicants should submit curriculum vitae to: Dr. J. Hall, Director of Clinical Services, Clinical Genetics Unit (UBC), Grace Hospital, 4490 Dek Street, Vancouver, B.C., V6H 3V5, Canada. In accordance with immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Equal opportunities will be given to male and female applicants.

## GEOGRAPHY

**UNIVERSITY DF OTTAWA. Department of Geography.** Applications are invited for a full-time position which will be eveileble July 1, 1985 et the assistant or associate professor level, according to qualifications. The lenguege of instruction will be French. Preference will be given to bilingual candidates. The successful candidate must have a Ph.D. and an established research and

publication record sufficient to qualify for membership in the School of Graduate Studies at the University of Ottawa and will be expected to supervise masters and doctoral students. The research field is open but preference will be given to candidates who will complement one or more of the existing areas of specialization of the department. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded, prior to February 1st, 1985: Dr. P.G. Johnson, Chairman, Department of Geography, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

**UNIVERSITE D'OTTAWA. Département de géographie.** Un poste de professeur à plein temps au rang de professeur adjoint ou agrégé sera ouvert le 1er juillet 1985. Le français sera la langue d'enseignement et la préférence sera donnée aux candidats bilingues. Le candidat choisi devra être détenteur d'un Ph.D. et d'une liste de publications et de travaux de recherche suffisante pour son admission à l'Ecole des Etudes supérieures et de la recherche de l'Université et devra être en mesure de diriger des étudiants de maîtrise et de doctorat. Le champ de spécialisation n'est pas déterminé mais la préférence sera donnée au candidat dont les compétences seront complémentaires à un ou plusieurs domaines de spécialisation du département. Conformément aux dispositions de l'immigration canadienne ce poste s'adresse aux citoyens canadiens et résidents permanents. Les lettres de candidature accompagnées d'un curriculum vitae et des noms de trois personnes de référence devront être envoyées avant le 1er février 1985 à: P.G. Johnson, Directeur, Oépartement de Géographie, Universlté d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

**QUEEN'S UNIVERSITY. Department of Geography.** Two positions, Commencing July 1, 1985. Position One: A renewable (tenure-track) position at the Assistant Professor level in urban economic geography. The appointee would be expected to contribute centrally to the graduate programme and research activities of the department as well as to the undergraduate programme. Strong preference will be given to candidates with substantial interests and background in spatial economic analysis, statistical methods, and computer applications. Ph.D. required. Position Two: A renewable (tenure-track) position at the Assistant Professor level. An appointee is sought who would serve to enhance our undergraduate, graduate and research activities in the area of historical-cultural geography Ph.D. required. Department of Employment and Immigration regulations specify that Canadian citizens and landed immigrants will be given preference. Candidates of either sex are encouraged equally to apply. Applications, together with full curriculum vitae and the names of three referees, should be submitted by October 1st, 1984 to: Dr. Harry J. McCaughey, Acting Head, Department of Geography, Queen's University, Kingston, Ontario, K7l 3N6.

## GEOLOGY/GEOPHYSICS

**YORK UNIVERSITY. Geology/Geophysics.** Assistant Professor (tenure track) effective July 1, 1985, to establish a program of research, coordinate undergraduate geology teaching, and assist in the field exercises. Applicants should have a Ph.D. with a strong academic and research record; postdoctoral experience desirable. Applicants should send complete curriculum vitae and names of three referees before 15 November to: Search Committee, Department of Earth and Atmospheric Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and/or permanent residents of Canada.

**UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Geophysics.** Postdoctoral Fellowship or Research Associateship. Salary: PDF, $16,500 - $19,500 depending on experience; Research Associate (more than 2 years from Ph.D.), minimum $19,500. Duration: 1 year, from Oct. 1, 1984. The successful candidate will be responsible for teaching a third-year undergraduate half-course in Physics of the Earth and will carry on research in Precambrian paleomagnetism and/or chemical remanent magnetization. Qualifications: Ph.D. in paleomagnetism or rock magnetism and at least one year's lecturing experience. For appointment as a Research Associate, two or more years' experience in paleomagnetic research beyond the Ph.O. is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send curriculum vitae and the names of three referees to: Dr. D. J. Dunlop, Erindale College, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6. Application deadline: September 30, 1984.

## HISTORY

**UNIVERSITY OF TORONTO. History of Methematics.** Postdoctoral Fellowship in the History of Mathematics at the Institute for the History and Philosophy of Science and Technology of the University of Toronto. Recent Ph.D.'s and students in the last stages of their dissertations, working in the history of mathematics, are invited to apply for a Kenneth O. May Fellowship for 1984-85. The period of the award may be between four and twelve months, for a grant of $2,000 per month. Send C.V., names of two or more references, and brief description of proposed research before November 15, 1984 to Prof. Craig Fraser, IHPST, Victoria College, 73 Queen's Park Crescent E., Toronto, Ontario, M5S 1K7.

**UNIVERSITY OF TORONTO. History.** Mellon Professorship in the Humanities: History of International Relations. The Department of History at the University of Toronto seeks applications for a tenure-stream appointment at an appropriate level on the assistant professor scale. Applicants must have a Ph.D., preferably with teaching experience. The appointment will be made in the History of International Relations, specifically the continental European system in the nineteenth and twentieth centuries. Applicants should have an ongoing research interest in this field as well as a competence to teach survey and advanced undergraduate courses in Modern Western and Central European History. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. The salary will be commensurate with qualifications and experience. Closing date for applications is November 1, 1984. Appointment begins 1 July 1985. Send curriculum vitae, dossier, and ask three referees to write on your behalf to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

**UNIVERSITY OF TORONTO. History.** Mellon Professorship in the Humanities: History of Medieval Europe. The Department of History at the University of Toronto seeks applications for a tenure-track appointment at the assistant professor scale. Applicants must have a Ph.D., preferably with teaching experience. The appointment will be made in the history of Medieval Europe. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. Teaching responsibilities will initially be at the undergraduate level. The salary will be commensurate with qualifications and experience. Closing date for applications is 1 November 1984. Appointment begins 1 July 1985. Send curriculum vitae, dossier, and ask three referees to write on your behalf to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**CARLETON UNIVERSITY. Department of History.** Applications are invited for a tenure-track position in the history of post-Confederation Canada. The appointment, subject to budgetary approval, will be made at the senior assistant or associate professor level, effective July 1, 1985. Preference will be given to applicants with doctorate, teaching experience and substantial publications. Those interested should send their c.v. and names of two referees to: Dr. R. C. Elwood, Chairman, Department of History, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is 1 November 1984. In accordance with Canadian immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents. Both men and women are encouraged to apply.

**McMASTER UNIVERSITY. History.** Ancient History Applications are invited for an associate professor specializing in Roman History for a tenure track position, effective July 1, 1985. The successful candidate must have a Ph.D. and publications, and will be expected to instruct at the undergraduate and M.A. levels and to supervise doctoral research in both History and Classics. Salary commensurate with qualifications and experience. The 1984-85 salary floor for Associate Professor is $32,750 per annum. Applications should be submitted by November 1, 1984. Please send applications with full curriculum vitae and the names and addresses of three referees to: Dr. C. J. Jago, Chairman, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**WILFRID LAURIER UNIVERSITY. Department of History.** Applications are invited for a two-year continuing appointment in the Department of History at the rank of assistant professor. Applicants will be expected to teach courses in British history and to have a particular expertise in the Tudor and Stuart period. The successful candidate will also teach courses in a minor field to be determined by the applicant's interests and the curriculum needs of the department. Ph.O. or equivalent and publications are required. Demonstrated ability as an undergraduate teacher is essential. The position commences July 1, 1985 and salary will be commensurate with qualifications and experience. Applications, including curriculum vitae, and the names of three referees, should be sent to Professor Terry Copp, Chairman, Department of History, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## HOME ECONOMICS

**UNIVERSITY OF SASKATCHEWAN. Home Economics.** Assistant or Associate Professor of Nutrition (Tenure track position 84 T 9-13). Qualifications, Ph.D. or equivalent in human nutrition; training and/or experience in clinical nutrition and/or community nutrition; demonstrated research ability; experience in social science methodology desirable. Duties: Develop research program in cooperation with other researchers; teach courses in human nutrition; develop new courses in one or more specialized areas; supervise graduate students. Salary: Assistant (83-84 floor $27,983) or associate (83-84 floor $36,407) depending on qualifications. Apply: Dean G. M. Moss, College of Home Economics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Effective: July 1 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ITÀLIAN

**UNIVERSITY OF TORONTO. Department of Italian Studies.** Mellon Appointment. This is a tenure-track appointment to be made at an appropriate point on the Assistant Professor scale. Ph.D. preferably with teaching experience. Specialist in sixteenth-century Italian Literature, with a demonstrated interest in modern critical theory. The candidate should have a research and/or publication record sutficient to indicate a rapid progression toward graduate teaching. Candidates should send curriculum vitae, the names and addresses of three referees to A. A. Iannucci, Chairman, Department of Italian Studies, University of Toronto, Toronto, Canada, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. Closing date for application: 15 November 1984. Date of appointment: 1 July 1985.

## LAW

**UNIVERSITY OF SASKATCHEWAN. College of Law.** The College of Law, University of Saskatchewan, invites applications for a tenure stream position that has become vacant. Preference will be given to applicants interested in teaching and researching in one or more of the following areas: company law, taxation, contracts and family law. Assistant professor will be the likely level of appointment. A graduate degree in law, significant [illegible] quired. Salary will be commensurate with qualifications. Applications, accompanied by detailed curriculum vitae and the names of three referees, should be addressed to: Dean Daniel Ish, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## MATHEMATICS

**UNIVERSITY OF OTTAWA. Department of Mathematics.** Applications are invited for a tenure-track position commencing July 1, 1985. Rank according to qualifications. Requirements are a Ph.D. in mathematics and demonstrated research ability. Duties include teaching and research. For this position, ability to teach in English and French is a requirement for tenure. Applicants should send a curriculum vitae and arrange to have at least three letters of reference sent to: M. Déruaz, Chairman, Department of Mathematics, University of Ottawa, Ottawa, Ontario, K1N 9B4. The closing date is December 15, 1984. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**WILFRID LAURIER UNIVERSITY. Mathematics.** Applications are invited for a continuing position in the department of mathematics. The appointment is anticipated to be at the rank of Assistant Professor. Duties include undergraduate teaching and research. Candidates should hold a Ph.D. in Mathematics or a related area of statistics or computer science. While any area of specialization can be considered, the ability to teach undergraduate courses in statistics or computer science will be an asset. The appointment will be effective on a date to be negotiated with the successful applicant, which will be one of July 1, 1984, January 1, 1985, or July 1, 1985. Applications, including curriculum vitae and the names of three referees, should be sent to Or. D. M. Kilgour, Chairman, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be received until the position is tilled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**THE UNIVERSITY OF BRITISH COLUMBIA. Mathematics.** In anticipation of the possibility of tenure-track positions becoming available in the next few years, the Mathematics Department invites applications for NSERC University Research Fellowships beginning July 1, 1985. Candidates should have demonstrated high potential for research. In the past, successful candidates for NSERC University Research Fellowships have had at least one year of Post-Doctoral experience. Under NSERC regulations, candidates must be Canadian citizens or permanent residents of Canada at the time of nominations. Normally, the fellowships are for three years and renewable for an additional two years. A University Research Fellow receives the same salary as an Assistant Professor with comparable qualifications but teaches, at most, one course. Applications including CV, list of publications and three letters of recommendation should be sent to: Dr. M. Sion, Head, Department of Mathematics, 1984 Mathematics Road, The University of British Columbia, Vancouver, B.C., V6T 1Y4 before September 30, 1984.

**UNIVERSITY OF TORONTO. Department of Mathematics.** The Department has an opening (subject to budgetary approval) at the level of Professor with tenure in the field of mathematical quantum mechanics. The duties will consist of research, and teaching at the graduate and undergraduate levels. The salary range is $50,000 to $55,000. Candidates should have completed their Ph.D. within the last ten years, and should have established a leading international reputation for the originality and significance of their research. The Department seeks candidates whose research has already made deep and fundamental contributions to the central problems in the field, and candidates are asked to include a brief description of such contributions in their application. Applications should be sent to: Professor T. Bloom, Chairman, Department of Mathematics, University of Toronto, Toronto, Ontario, Canada, M5S 1A1, and should include a complete curriculum vitae, the description of their research mentioned above, and the names of six referees (two of whom can appraise the teaching ability of the candidate). The deadline is October 15, 1984. In accordance [illegible]

this advertisement is directed to Canadian citizens and landed immigrants.

**UNIVERSITY OF ALBERTA. Department of Mathematics.** Applications are invited for two (2) tenure-track positions at the Assistant Professor level starting July 1, 1985. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Applications in Applied Mathematics are preferred, but outstanding applicants in any area will be seriously considered. Starting salary approximately $31,000 (Canadian) per annum. Send vitae and arrange for three letters of reference to be sent to: J. W. Macki, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is November 30, 1984.

## MEDICINE

**UNIVERSITY OF SASKATCHEWAN. College of Medicine. Physiology.** Applications are invited for a two-year term appointment in the Department of Physiology, College of Medicine at University of Saskatchewan. Applicants must have a Ph.D., D.D.S., D.V.M., or M.D. and post-doctoral training. The successful applicant will be required to assume a major teaching responsibility in the Departmental programs for medical and health science students. Moreover research development will be encouraged independently, or collaboratively within one of the established units of the Department. Appointment will be made at the lecturer or assistant professor level. This position is available July 1, 1984. Address inquiries to: N. M. McDuffie, Professor and Head, Department of Physiology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**QUEEN'S UNIVERSITY. Department of Physiology.** Neuroendocrinologist. A vacancy exists commencing immediately for an established neuroendocrinologist. The applicant should have the Ph.D. and/or the M.D. degree, several years teaching experience and a proven research record. The applicant will be expected to lead an active high quality research programme and to participate in undergraduate and graduate teaching. The facilities for research are outstanding and the appointment is a regular one under tenure regulations. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a brief statement of their research interests and objectives, selected reprints, and the names of three referees from whom a confidential assessment of research and teaching abilities may be obtained to: Dr. V. C. Abrahams, Department of Physiology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

**UNIVERSITY OF ALBERTA. Medicine.** Hematologist. The Division of Clinical Hematology, University of Alberta is recruiting a hematologist with a major interest in hemostasis and thrombosis. The position combines a research program with clinical and teaching responsibilities. Faculty appointments will be at a rank commensurate with qualifications. Applicants are expected to be eligible for certification as a specialist in Hematology and to be able to direct an independent research program. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If none are available, then this position may be offered to others. Direct inquiries and applications to: Dr. A. Robert Turner, Director, Division of Hemafology, 11560 University Avenue, University of Alberta, Edmonton, Alberta, Canada, T6G 1Z2.

**UNIVERSITY OF ALBERTA. Medicine.** Endocrinologist. Canadian Fellowship eligible in Internal Medicine with research interest in carbohydrate, lipid, bone or hypertensive disorders. Teaching and practice components. Long-term academic appointment dependent upon support from an external agency. Contact Dr. Peter M. Crockford, Director, Division of Endocrinology and Metabolism, Department of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada. The University of Alberta is an equal opportunity employer, but in accordance with the Canede employment and immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN. UNIVERSITY HOSPITAL. Surgical Intensive Care Unit.** Critical Care Fellowship. One year, renewable once, for physicians who are eligible for the Royal College Certification Examination in General Surgery or Anaesthesia. Experience offered in: Surgical critical care multidisciplinary unit in multiple trauma, open heart surgery, major complications following general procedures, neurosurgical post-op care and infections in critically ill patients. Competitive salary. Opportunities for clinical research available. Position open from July 1, 1984. Send curriculum vitae to: Jaime C. Pinilla, M.D., F.R.C.S. (C), Director, Surgical Intensive Care Unit, Department of Surgery, University Hospital, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF ALBERTA. Faculty of Medicine. Department of Health Services Administration and Community Medicine.** A tenurable track professorial position is open for a qualified candidate in Community Medicine. Appropriate academic background and demonstrated aptitude in teaching and epidemiological research are essential. Besides teaching duties, this position requires the individual to take responsibility in curriculum development as well as some administration and coordination of the part-time teaching faculty in Community Medicine. The faculty of the Department are expected to be very active in research and provide research service to the health care community, including government departments and public health units. Demonstrated ability in initiating and conducting interdisciplinary health care research or evaluation is a definite assef. Rank and salary are negotiable on the basis of qualifications and experience. Current salary ranges for Associate and Full Professors at the University of Alberta are $37,420 - $54,364 and floor $48,010, respectively. The position also provides an opportunity for the individual to earn supplementary income from clinical or consulting practice. The University of Alberta is an equal opportunity employer. Deadline for application is October 15, 1984, but early application is encouraged. Applicants are requested to submit a complete curriculum vitae and three academic references to: Dr. C. B. Hazlett, Chairman, Department of Health Services Administration and Community Medicine, The University of Alberta, 13-103 Clinical Sciences Bldg., Edmonton, Alberta, Canada, T6G 2G3.

**THE UNIVERSITY OF BRITISH COLUMBIA. Medicine. Faculty Position in Occupational Health.** Applications are invited from qualified individuals of either sex for the position of Director of the Occupational Health programme at the University of British Columbia. Rank and starting salary are negotiable depending on the applicant's past training and experience. Applicants should possess an FRCP(C). For further information send C.V. to Dr. T. W. Anderson, Department of Health Care and Epidemiology, Faculty of Medicine, The University of British Columbia, Vancouver, B.C., V6T 1W5.

**UNIVERSITY OF SHERBROOKE. Faculty of Medicine. Department of Microbiology.** Research assistant to study molecular cloning and genetic engineering. Salary ($15-18,000/annum) commensurate with experience. Please contact Dr. J.-P. Thirion, CHU, University of Sherbooke, Sherbrooke, Ouebec, J1H 5N4. Tel. (819) 565-2069. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada will be given priority.

**UNIVERSITY OF TORONTO. Medicine. University Department: Surgery. Hospital Department: Surgery, University Title: Assf. Professor. Hospifal Title: Staff Surgeon. Type of Appointment: Clinical/Annual. Oualifications:** M.D., F.R.C.S. A fully-trained gastrointestinal surgeon with extensive research experience in gastrointestinal physiology and gut peptide chemistry. Nature of Duties: The successful applicant will be required to spend at least fifty percent of his working time in the laborafory. Clinical duties will include regular on-call duties; resident and undergraduate teaching both clinical and basic science. Salary: minimum for rank. Person to whom Enquiries should be sent: Dr. J. P. Waddell, Surgeon-in-Chief, St. Michael's Hospital Annex, 38 Shuter Street, Suite 507, Toronto, Ontario, M5B 1A6. Effective date of Appointment: January 1, 1985. Closing date for Receipt of Applications: October 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**OUEEN'S UNIVERSITY. Department of Family Medicine Moose Factory Zone.** Applications are invited for three full-time faculty positions in the Canadian North. These unique appointments will combine primary health care with teaching and some research. Duties will include the supervision and coordination of senior residents in Family Medicine as well as the direction and provision of Primary Care in the Moose Factory Zone. The successful candidates will be certified or eligible for certification by the College of Family Physicians of Canada. These appointments are being developed by Oueen's University in co-operation with the Medical Services Branch of Health and Welfare, Canada. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens. For further details please contact: Dr. C. A. Johnson, Head, Departmenf of Family Medicine, Oueen's University, P.O. Bag 8888, Kingston, Ontario, K7L 5E9.

**THE ONTARIO CANCER TREATMENT AND RESEARCH FOUNDATION. Radietion Oncologist.** Applications are invited for a fifth full-time position as Radiation Oncologist at the Ontario Cancer Foundation, Kingston Regional Centre, and the Department of Radiation Oncology of Queen's University at Kingston. This centre, which serves a population of 325,000 people in Eastern Ontario, occupies some 30,000 square feet of space and contains facilities for ambulatory patient care, radiation therapy (including both a 20 MeV linear accelerator and Cobalt 60 beam therapy), teaching and research. Other support services include an independent medical records department, a treatment planning simulator, an A.E.C.L. TP-11 computer dedicated to treatment planning, a mould room, and an instrument shop. The research facility comprises about 1500 square feet of space for applied research in tumour biology and immunology. Appointments to the medical staff of the Centre are made jointly by the Ontario Cancer Foundation and by Queen's University and Kingston General Hospital. Undergraduate and graduate teaching programs in Oncology are well developed and maintained. Further details regarding the appointment will be supplied on request. Applications with curriculum vitae and the names of three referees should be submitted to: Dr. Stewart Loft, Director, The Ontario Cancer Treatment and Research Foundation, Kingston Regional Centre, (Professor and Head, Department of Radiation Oncology, Queen's University), Kingston, Ontario, Canada, K7L 2V7.

**UNIVERSITY OF TORONTO. Medicine.** University Department: Banting & Best Department of Medical Research. University Title: Research Associate. Qualifications Required: The candidate must have a Ph.D. in the area of cellular immunogenetics with specialization in the study of major histocompatibility loci, minimally 4 years postdoctoral experience in the area of serology immunogenetics and a working knowledge of the role of cell-surface receptors and antigen presentation in the immune response. Expertise and experience in tissue culture and hybridoma technology are highly desirable. Nature of Duties: The successful candidate is expected to develop an independent and original research program on the Immunogenetics of diabetes with special emphasis on the immunology of the insulin receptor. Collaborations with other staff members in the research areas of immunogenetics hormone action and gene cloning are encouraged and expected. Salary: $30,000 per annum plus fringe benefits. Person to whom enquiries should be sent: Dr. C. C. Yip, Banting and Best Department of Medical Research, University of Toronto, 112 College Street, Toronto, Ontario, M5G 1L6. Effective date of appointment: October 1, 1984. Closing date for receipt of applications: September 30, 1984.

**UNIVERSITY OF ALBERTA. Department of Medicine.** Applications are invited for a Research Scholar at the rank of Assistant Professor (salary $29,720 — $41,820). The successful candidate should have a PhD with at least two years of appropriafe posfdoctoral training and must have demonstrated outstanding potential for an independent research career in the area of blood pressure control. This is a long term academic appointment which, though funded through an external agency, ensures the incumbent the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Applicants should forward their curriculum vitae, an outline of their research interests and the names of three references to: Dr. J. B. Dossetor or Dr. S. Kaufman, Department of Medicine, 8-121 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada. Closing date December 1, 1984. The University of Alberta is an equal opportunity employer, but in accordance with the Canada employment and immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents.

**UNIVERSITY OF MANITOBA. Biomechanics. Department of Radiology and Civil Engineering.** A postdoctoral appointment is available for an individual skilled in continuum mechanics and finite elements methods. The problem to be solved involves ascertaining detormations between two 3D radiographic images as a step in detection of breast cancer. Opportunities are anticipated for related work on the mechanics of tissues in embryos. Responsibilities include development of new finite elements for changing and growing tissues. The appointment will be for one year, at a salary of Can$17,580 to $20,700 per year, depending on experience. Continuation for up to three years may be possible. Send curriculum vitae and three letters of reference to Drs. Richard Gordon and Douglas MacEwan, Department of Radiology, University of Manitoba, 770 Bannatyne, Winnipeg, Manitoba, R3E 0W3, Canada (phone 204-786-4388) or fo Dr. Harley Cohen, Acting Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada (phone 204-474-9220).

**McGILL UNIVERSITY. McGill Cancer Centre.** Research Associate position available immediately for a period of three years at a salary of $23,000. Ph.D. required and at least three years of experience in the following areas: Structure and biosynthesis of membrane glycoproteins, metabolism of polyprenols and their role in biosynthesis of glycoproteins and polysaccharides in unicellular and multicellular organisms, use of inhibitors and sugar analogs in glycosylation reactions. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. Send applications, curriculum vitae and names of three referees to: Dr. Annette Herscovics, Associate Professor, McGill Cancer Centre, 3655 Drummond Street, Montreal, Quebec, Canada, H3G 1Y6.

**UNIVERSITY OF SASKATCHEWAN. College of Medicine.** Applications are invited for a tenurable appointment in the Department of Physiology, College of Medicine, University of Saskatchewan. The successful candidate must be capable of maintaining an independent research program, direction of postgraduate students, undergraduate instruction of medical and related health science students. Areas of particular interest to the Department are neurophysiology and renal physiology, however all applications from qualified individuals will be vetted. Applicants must have a Ph.D., D.D.S., D.V.M. or M.D. and post-doctoral training. Academic rank and salary for the successful candidate will be commensurate with the qualifications of the individual. Address enquiries to: N. M. McDuffie, Professor and Head, Department of Physiology, College of Medicine, University of Saskatchewan, Saskafoon, Saskatchewan, Canada, S7N 0W0. This position is available July 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residenfs.

**UNIVERSITY OF MANITOBA. Department of Social and Preventive Medicine.** 1. Title: Full-time term position as Assistant or Associate Professor in Biostatistics. 2. Oualifications: Ph.D. with experience in medical faculty or health sciences settlng. 3. Responsibilities: Research, limited undergraduate and graduate teaching to health sciences students and direction of a biostatistical consulting service to the Faculty of Medicine. 4. Salary: Salary and rank commensurate with experience. 5. Applicafions: Send applications, including a curriculum vitae and names of three referees to: Dr. David Fish, Head, Department of Social and Preventive Medicine, University of Manitoba, Winnipeg, Manitoba, R3E 0W3. 6. Effective date: Position available January 1, 1985 but effective date open for qualified candidates. 7. Closing date: September 30, 1984. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## NEUROSCIENCE

**THE UNIVERSITY OF BRITISH COLUMBIA. Neuroscience.** The Klnsmen Laboratory

(Department of Psychiatry, University of British Columbia) invites applications from outstanding individuals with a commitment to excellence in research and teaching in neuroscience. The appointee will be expected to develop an independent research program in an emerging field of neuroscience. Applicants should have a Ph.D. and/or M.D. degree and have shown clear evidence of a capacity for productive original research. The laboratory offers excellent research facilities and collaborative, interdisciplinary research is encouraged, as is collaboration with clinical psychiatrists and neurologists. The laboratory is located in the psychiatric hospital; adjacent hospitals have research clinics in epilepsy, movement disorders and Alzheimer's disease, as well as PET-NMR imaging centre. Applicants should send curriculum vitae, list of publications, a brief summary of research plan, and the names and addresses of three references to: Dr. E.G. McGeer, Division of Neurological Sciences, Department of Psychiatry. The University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. In accordance with Canada Employment and Immigration regulations, priority will be given to Canadian citizens and permanent residents.

## OCEANOGRAPHY

**McGILL UNIVERSITY. Institute of Oceanography.** Applications are invited from Canadian citizens and permanent residents who wish to be sponsored for an NSERC University Research Fellowship in the field of biological oceanography with a research interest in nutrient chemistry and primary production. Demonstrated teaching and research abilities are required. Ability to communicate in English and French will be a definite asset. The Institute has current and planned activities in the Gulf of St. Lawrence and the Canadian North and preference will be given to candidates with compatible research interests. The Institute has close research ties with the Arctic Biological Station, Ste. Anne de Bellevue, Fisheries and Oceans, Ouebec, and the Groupe Interuniversitaire de Recherches Oceanographiques du Québec. Salary is in the Assistant Professor range. Candidates should send applications, with full curriculum vitae and arrange for three letters of recommendation to be sent to Prof. B. d'Anglejan, Institute of Oceanography, 3620 University Street, Montreal, Québec, H3A 2B2.

**THE UNIVERSITY OF BRITISH COLUMBIA. Department of Oceanography.** Two research positions beginning 1 November 1984, subject to availability of funds. Two recent Ph.D. graduates sought to participate in a study of interannual variability in the northeast Pacific and its influence on sockeye salmon migration routes. One candidate should possess a degree in physical oceanography and have experience in data analysis and numerical modelling. The other should be trained in fisheries biology and have experience in experimental and field studies of fish migration mechanisms. The positions could be available for up to three years, and will be filled at the postdoctoral (ca $21,000) or research associates (ca $28,000) level according to the candidates' experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Résumés and three letters of reference should be sent to — Dr. L.A. Mysak, Department of Oceanography, University of British Columbia, 6270 University Blvd., Vancouver, B.C., V6T 1W5, Canada.

## PHARMACY

**THE UNIVERSITY OF SASKATCHEWAN. College of Pharmacy.** Pharmacy Administration. The Professional Practice Section of the University of Saskatchewan College of Pharmacy is eccepting applications for a full-time tenure track position in Pharmacy Administration or Social and Administrative Pharmacy. An ideal candidate should have an earned research doctoral degree in Pharmacy Administration. Social Pharmacy, or related field and have experience in a health care area. The position calls for teaching at the undergraduate and greduate levels and research in the social and behevioural aspects of pharmacy and drug use. Oualified applicants must have a strong background in. research design and statistics, and possess a firm understanding of social/behavioural science theory. The data bank of the Saskatchewan Prescription Drug Plan provides a unique opportunity for research in the area of drug utilization and it is desirable that the successful applicant devote some of his research activities to the area of drug use review. Preference will be given to individuals able to demonstrate a high level of quantitative skill in their respective field of specialization. The position is a 12-month appointment and may begin September 1, 1984, or thereafter. Academic rank and salary for this position are commensurate with the applicant's qualifications and experience. Applications, together with a curriculum vitae and the names of three referees should be forwarded to: Dean J.L. Blackburn, College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Appointments will be made in accordance with Canadian Immigration regulations.

## PHILOSOPHY

**UNIVERSITY OF SASKATCHEWAN. Department of Philosophy.** Applications are invited for a tenure-track position at the rank of Assistant Professor. Ph.D. or equivalent in philosophy prior to appointment. Some teaching experience necessary. Publications desirable but not essential. The successful candidate will be expected to teach a wide range of undergraduate philosophy courses (no graduate courses offered), to develop an active research program and to participate in all normal departmental, college and university administrative affairs. Preference will be given to candidates whose areas of specialization are within the following: logic, metaphysics, epistemology, history of philosophy, recent analytic philosophy. The successful candidate may not always be able to teach courses in his or her area of specialization. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, curriculum vitae, samples of work and at least three letters of reference should be sent to Dr. T.Y. Henderson, Head, Department of Philosophy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**McMASTER UNIVERSITY. Philosophy.** Applications are invited for a two-year contractually limited appointment in Philosophy at the assistant professor level, beginning July 1, 1985. Financial circumstances permitting, this position may be convertible to tenure track. A Ph.D. is required. We seek excellence in scholarship and teaching at the graduate and undergraduate level, rather than a particular area of specialization. Salary will depend upon qualifications but will not be less than $25,335. per annum. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Evan Simpson, Chairman, Department of Philosophy, McMaster University, Hamilton, Ontario, L8S 4K1. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## PHYSICS

**THE UNIVERSITY OF BRITISH COLUMBIA. Physics.** A Research Associate position is available in the Plasma Physics Group at the University of British Columbia. The successful candidate will participate in our laser-target interaction experiments and/or associated numerical simulations. Address enquiries and applications (including the names of referees) to Dr. J. Meyer, Physics Department, University of British Columbia, 6224 Agriculture Road, Vancouver, B.C., V6T 2A6. Telephone 604-228-2894. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadien citizens and permanent residents.

**ST. FRANCIS XAVIER UNIVERSITY. Department of Physics.** A post-doctoral position is available in the Condensed Matter Research Group for an experimentalist, to begin work any time between July 1984 and February 1985. Research involves experimental studies of phase transitions using dilatometry and ultrasonic attenuation in systems which include rare-earth and actinide metals and compounds, layer structures, long-chain molecule solids, and lipid bilayers. Facilities include a six-Tesla superconducting magnet and a VAX 11/780 computer. In accordance with Canadian Immigration regulations, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. A curriculum vitae and the names of three referees should be sent to: Prof. Michael Steinitz, Department of Physics, P.O. Box 154, St. Francis Xavier University, Antigonish, Nova Scotia, Canada, B2G 1C0.

**UNIVERSITY OF WATERLOO. Physics.** The Department of Physics is offering several post-doctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send résume and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF ALBERTA. Department of Physics.** Applications are invited for a Research Associate in Condensed Matter Physics. The position is for at least one year commencing as soon as possible after October 1st, 1984 and may be renewed. Candidates must possess a Ph.D. in Physics and at least two years' experience in experimental research at liquid helium temperatures. The successful candidate will work with a $^3He$/$^4He$ dilution refrigerator and various other cryostats, some with SQUID instrumentation; also rf and arc furnaces for specimen preparation. Some teaching may be required. The starting salary will be at least $23,000 and applications will be received until September 30th, 1984. The University of Alberta is an equal opportunity employer, but in accordance with Canadian government immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents. Applicants should submit their curriculum vitae and the names of three referees to Dr. S.B. Woods, Department of Physics, Univ. of Alberta, Edmonton, Alberta, Canada, T6G 2J1 (Tel. 403-432-4130) by Sept. 30th.

**THE UNIVERSITY OF LETHBRIDGE. Physics.** 1. Postdoctoral Fellow in Theoretical Physics/Chemistry. 2. Experience in either dynamics or symbolic computation. 3. The successful candidate will participate in the application of symbolic computation to the solution of differential equations, with immediate application in dynamics. 4. Salary on NSERC scales. 5. Applications with curriculum vitae and the names of three references should be sent to either Dr. M.K. Ali, Department of Physics, or Dr. S.F. O'Shea, Department of Chemistry, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Position available immediately. 7. Deadline September 30, 1984. In accordance with Canadian Immigration and NSERC requirements, preference will be given to Canadian citizens and permanent residents.

## POLITICIAL SCIENCE

**WILFRID LAURIER UNIVERSITY. Department of Political Science.** Applications are invited for an appointment in the Department of Political Science. The rank and duration of the appointment will be commensurate with academic qualifications, research record, and teaching experience. It is expected, however, that the appointment will be at the associate or (senior) assistant level. The Department is prepared to consider applicants with various areas of specialization. The position will remain open until a suitable appointment can be made. The Department has a graduate and undergraduate program. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. John McMenemy, Chairman, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadien Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## PSYCHIATRY

**BEECHGROVE REGIONAL CHILDREN'S CENTRE. QUEEN'S UNIVERSITY, KINGSTON, ONTARIO. Psychiatry.** Several positions for Child and Adolescent Psychiatrists are immediately available at Beechgrove Regional Children's Centre. The Centre is affiliated with Queen's University and appointees will be expected to participate in the research and teaching programs of the Centre and the University. The Centre pursues an active community-oriented program of care for its clients in a large catchment area and operates a multi-disciplinary approach. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For further details and applications please apply to: Mr. P. Ogden, Chief Executive Officer, Beechgrove Regional Children's Centre, Kingston, Ont., K7L 5H1.

## PSYCHOLOGY

**UNIVERSITY OF ALBERTA. Psychology.** The Department of Psychology, University of Alberta, invites applications for a tenurable appointment (Ph.D. required) to be at the base of the Assistant Professor level (current salary range $29,720-$42,920). The successful candidate must be able to teach courses, and have demonstrated research competence, in at least one of the following areas: social, developmental, personality, individual differences, perception, or cognitive psychology. Competence will be evaluated by the quantity and quality of publications, as well as by the candidate's teaching and colleagial interactions. A decision may be made as early as September 1, 1984, but not later than February 1, 1985. Applications should be sent to Dr. Charles Brainerd, Search Coordinator, Department of Psychology P. 220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**WILFRID LAURIER UNIVERSITY. Department of Psychology.** Applications are invited for an appointment in the Department of Psychology in the area of Developmental Psychology. It is expected that the appointment will be made at the assistant or (junior) associate level. Additional expertise in an area such as neuropsychology, clinical or statistics would be an asset. The successful candidate will be expected to be an excellent teacher, as well as pursuing an active and productive research program. The Department has both undergraduate and graduate (M.A.) programs. Applicants should submit a curriculum vitae, including the names and addresses of three referees familiar with the applicant's work. The position is open until a suitable appointment can be made. Apply to Dr. D. Morgenson, Chairman, Department of Psychology, Wiltrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY. Psychology.** The Psychology Department of Concordia University is considering applications for NSERC Research Fellowships with starting dates in 1985. Applicants should send a curriculum vitae, a statement of research interests, and the names of three referees, by October 1, 1984, to Dr. Charles White, Psychology Department, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.O., H3G 1M8.

**UNIVERSITY OF SASKATCHEWAN. Psychology.** The Department of Psychology, University of Saskatchewan, invites applications for a tenurable faculty position in clinical psychology. We are committed to hiring in the area of child clinical psychology, and we require someone with a strong commitment to both clinical training and research. Undergraduate teaching in the developmental area will also be expected. Applicants should have a Ph.D. in clinical child psychology, an internship, and an active research program. The appointment is at the rank of assistant professor and the salary range (under review) is $27,903-$36,407. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae and have at least three referees submit letters of reference to: Thomas B. Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

**UNIVERSITY OF BRITISH COLUMBIA. Psychology.** The Department of Psychology, The University of British Columbia invites applications for a tenure track faculty position open at the Assistant Professor level begin-

ning July 1st, 1985. Candidates should have a Ph.D. in psychology and be trained and actively involved in research primarily in the area of developmental psychology. The responsibilities are those appropriate to a research oriented doctoral programme and include supervision of graduate student research and undergraduate and graduate teaching. Applicants must be able to show strong research commitment and achievement demonstrated by published work, as well as a dedicated interest in teaching. The position is contingent upon budgetary consideration, the salary level is projected at 25 - 30,000.00 dollars. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents (Landed Immigrants) of Canada. Send complete curriculum vitae, reprints and the names of at least three professional referees to Chairman, Faculty Search Committee, Department of Psychology, The University of British Columbia, Vancouver, B.C., V6T 1Y7, Canada. Closing date for applications is January 1st, 1985.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Psychology.** The University of Western Ontario Department of Psychology invites applications for a three-year limited term appointment at the Assistant Professor level in the area of Sensation and Perception. Subject to budgetary approval the appointment is due to commence on July 1, 1985. Strong preference will be given to candidates with expertise in the areas of audition and psychoacoustics. The successful candidate will be expected to teach both undergraduate and graduate courses in perceptually related topics. The ability to teach statistics and methodology courses at the undergraduate level would be an asset. Applications, including curriculum vitae, copies of recent publications and three letters of recommendation should be addressed to Dr. W. J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canedian citizens and permanent residents. An Equal Opportunity Employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Psychology.** University of Western Ontario, Department of Psychology, invites applications for a position at the Assistant Professor level in any area of developmental psychology. This is potentially a tenure-track position. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment is [illegible] July 1, 1985. Letters of application including a curriculum vitae, copies of recent publications and three letters of recommendation should be addressed to Dr. W. J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

## SCIENCES INFIRMIERES

**UNIVERSITE LAVAL. Sciences infirmieres.** Professeur(e)s de carrière en Sciences Infirmières. L'Ecole des sciences infirmières de l'Université Laval est à la recherche de candidat(e)s pour deux postes de professeur réguliers à temps complet. Fonctions: Dispenser de l'enseignement en soins infirmiers au ler cycle; contribuer à l'implantation d'un programme de deuxiéme cycle en Sciences de la santé; développer la recherche dans son champ d'expertise en collaboration avec l'équipe de recherche de l'Ecole. Qualifications: Être titulaire d'un doctorat en nursing ou dans une discipline reliée au nursing ou l'équivalent; expérience en recherche et publications; expérience en enseignement et en pratique du nursing; connaissance du français. Conditions de travail et traitement: Selon les normes de la convention collective en vigueur. Le traitement pour un professeur adjoint varie entre $28,746 et $46,578. (Présentement en révision). Les personnes intéressés doivent faire parvenir leur curriculum vitae, en liste de leurs publications et le nom de trois personnes pour référence à: Olive Goulet, directrice, Ecole des sciences infirmiéres, Pavillon Comtois, Université Laval, Québec (Canada), G1K 7P4.

## SOCIAL WORK

**McGILL UNIVERSITY. Social Work.** Applications are invited for a tenure-track position in social work at the Assistant Professor level, beginning September 1, 1985. The appointment will be made in either the area of health and rehabilitation or gerontology. Responsibilities include: undergraduate and graduate teaching; liaison with field teaching centres; supervision of graduate research/clinical activities; and the development of a programme of research related to the area. Qualifications: doctorate in social work or related discipline; competence in research, social work practice, and policy analysis. Send curriculum vitae, the names of at least three references, and samples of written work to: Dr. Myer Katz, Director, McGill University, School of Social Work, 3506 University Street, Montreal, Quebec, H3A 2A7, Canada. In accordance with Canadian Immigration regulations, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

## SOCIOLOGY

**THE UNIVERSITY OF WESTERN ONTARIO. Department of Sociology.** Applications are invited for two tenure-track positions, subject to final budgetary approval. The first carries the possibility of appointment at senior rank with tenure. Research specialities are open. Ph.D. or equivalent required. The second position is at the rank of Assistant Professor. Research specialities preferred are theory, medical sociology, demography, social organization/stratification, social psychology/communications, or statistics and research methodology. Ph.D. or equivalent required. Both appointments commence on July 1, 1985. Letters of application including a curriculum vitae should be sent to The Chairman, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, N6A 5C2. Applicants should request three referees to send letters in support of their applications directly to the Chairman of the Recruitment Committee. The deadline for applications is October 31, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

## SPANISH

**UNIVERSITY OF OTTAWA. Modern Languages and Literature. Spanish.** Applications are invited for a full-time tenure-track position at the Assistant or Associate level (pending budgetary approval) in the area of Spanish peninsular literature, of the Nineteenth Century and the Golden Age. Experience in teaching translation to and from Spanish will be an advantage. The post will be held from July 1st, 1985. Candidates should have a Ph.D., a strong publication record in the areas specified above, and native or near-native fluency in Spanish. Salary will depend on qualifications or experience. In accordance with Canadian immigration requirements this advertisement is directed primarily to Canadian citizens and permanent residents. The University of Ottawa is a bilingual institution and preference will be given to candidates with a knowledge of French and English. Application deadline: October 15th, 1984. Please send curriculum vitae together with names of three referees to: The Chairman, Department of Modern Languages and Literature, University of Ottawa, Ottawa, Ontario, K1N 6N5.

## THEOLOGY

**EMMANUEL COLLEGE. Theology.** Applications are invited for an appointment in Old Testament in Emmanuel College, a theological college of the United Church of Canada, a member college of the Toronto School of Theology. A doctoral degree is required. A detailed position description is available upon request. Rank and salary commensurate with qualifications. Vacancy: July 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and names of three referees should be sent by September 30, 1984 to the Chairman of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario, M5S 1K7. **EMMANUEL COLLEGE. Theology.** Applications are invited for an appointment in Church and Society in Emmanuel College, a theological college of the United Church of Canada, a member college of the Toronto School of Theology. A doctoral degree is required. A detailed position description is available upon request. Rank and salary commensurate with qualifications. Vacancy: July 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and names of three referees should be sent by September 30, 1984 to the Chairman of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario, M5S 1K7. **ST. ANDREW'S COLLEGE.** St. Andrew's College, Saskatoon, preparing persons for ordination in The United Church of Canada, invites applications for Professor of Church and Society effective September, 1985. Address inquiries or résumé by November 5, 1984, to: Ralph Donnelly, President, 1121 College Drive, Saskatoon, Sasketchewan, S7N 0W3.

## VETERINARY MEDICINE

**UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE.** Veterinary Clinical Pharmacologist. Applications are invited for a faculty (tenure track) position at the assistant/associate professor level. Qualifications include a D.V.M. or equivalent, eligible for licensure in Saskatchewan and either a Ph.D. in clinical pharmacology or specialized training in the area of clinical pharmacology with at least two years of clinical experience. Primary duties include teaching clinical pharmacology to undergraduate and graduate D.V.M. students, clincial service in the area of clinical pharmacology and the establishment of an independent research programme. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and the names of three references to Dr. C.S. Sisodia, Head, Department of Veterinary Physiological Sciences, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ZOOLOGY

**UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Zoology.** The Department of Zoology, University of Toronto, invites applications from Canadian citizens and permanent residents to be sponsored for an NSERC University Research Fellowship to be held at Erindale College. Candidates should have expertise in Molecular Biology with interests in Cell and/or Developmental Biology. Please send by September 30, 1984 curriculum vitae and letters of support from three referees to Dr. D.H. O'Day, Department of Zoology, University of Toronto, Erindale College, Mississauga, Ontario, L5L 1C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## FACULTY EXCHANGE CENTRE

**THE FACULTY EXCHANGE CENTRE,** non-profit, faculty-administered, helps arrange teaching and/or housing exchanges in North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

## University of New Brunswick

### Lecturer/Asst. Prof. Position
### Department of French, UNB Fredericton

Applications are invited for a possible probationary (tenure-track) appointment as Lecturer/Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. For the rank of Assistant Professor candidates must hold a Ph.D. in the field of French (or Applied) Linguistics and should have a native or near-native command of French, together with experience in teaching French at the university level. This position requires research competence as well as teaching at the graduate (MA) and undergraduate level. Salary commensurate with rank and experience. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1985 with closing date for competition declared when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## University of New Brunswick

### Department of French, UNB Fredericton

Applications are invited for a probationary (tenure-track) appointment as Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate in the field of French (or Applied) Linguistics (translation, terminology, semantics), and should have a native or near-native command of French, together with some experience in teaching French at the university level. This position requires research competence and involves teaching at the graduate (MA) and undergraduate level in applied linguistics as well as teaching language courses in French. Salary commensurate with experience. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1985 with closing date for competition declared when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

# UNIVERSITY OF ALBERTA HOSPITALS

# NEONATOLOGIST

The Faculty of Medicine of the University of Alberta, Edmonton, Alberta invites applications for a 4th **NEONATOLOGIST** required for a large Neonatal/Perinatal Intensive Care Unit with an active clinical, education and research program in the University of Alberta Hospitals.

The individual must be eligible for or in possession of F.R.C.P. (C). The position is a full-time geographic position at the University of Alberta Medical School and the Northern and Central Alberta Perinatal Program. Salary and academic rank to commensurate with qualifications and experience.

The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada.

Applicants are requested to submit a complete Curriculum Vitae and three academic references to:

**Dr. David Schiff**
**Division of Newborn Medicine**
**Department of Pediatrics**
**2C3.00 Walter C. Mackenzie Health Sciences Centre**
**The University of Alberta Medical School**
**EDMONTON, Alberta T6G 2R7 CANADA**

**CLOSING DATE: November 30, 1984**

CALL FOR APPLICATIONS TO

# CANADIAN STUDIES PROGRAM AT HEBREW UNIVERSITY

Applications are invited for appointment to the Canadian Studies Program at the Hebrew University of Jerusalem for the academic year 1985-86.

The Program of Canadian Studies at the Hebrew University of Jerusalem was established by the Government of Canada and Dr. Ralph Halbert, National President of the Canadian Friends of the Hebrew University and Mrs. Halbert in April 1978.

Applicants for the appointment for the academic year 1985-86 should be university professors in the Social Sciences, Humanities or Law. Applicants will be expected to combine broad comparative teaching and research experience with an ability to emphasize Canadian content within their disciplines.

The successful candidate will be expected to teach two or three courses (to be determined in consultation with the department/school to which the scholar will be attached and by the length of tenure of the appointment) and to participate in faculty and public seminars at the Hebrew University. Tenure of appointment will be for the full academic year (Nov. through June) or for two trimesters (Jan. through June) depending on availability of successful candidate. Remuneration will include return travel costs for the candidate to Israel, salary for six or nine months at the level of full professor at the Hebrew University and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to:

**Hebrew University Canadian Studies Program,**
**Canada-Israel Foundation for Academic Exchanges,**
**130 Slater Street, Suite 300,**
**Ottawa, Ontario. K1P 6E2**

**Deadline for completed applications:** November 1, 1984.
**Notification of successful candidate:** January 31, 1985.

McGill University

# SCHOOL OF COMPUTER SCIENCE

The School of Computer Science at McGill is seeking a new Director. The School is about to undergo a major expansion, particularly in the Systems area. The successful candidate will have a Ph.D. in an appropriate discipline and a proven research record. The appointment will be at the Associate or Full Professor level; salary will be commensurate with experience. Replies should be addressed to: **Dr. P.R. Belanger, Dean of Engineering, McGill University, 817 Sherbrooke Street West, Montreel, Quebec, H3A 2K6.**
In accordance with Canadian Immigration regulations, this offer is addressed to Canadian citizens and landed immigrants, in the first instance.

# ECOLE POLYTECHNIQUE DE MONTREAL

# PROFESSEUR

## Département de génie physique

Le département de génie physique de l'Ecole Polytechnique est à la recherche d'un professeur pour participer à l'enseignement de la physique fondamentale et appliquée, au premier cycle et aux grades supérieurs.

**SOMMAIRE DES FONCTIONS**
Le candidat choisi pourra être appelé à participer à l'élaboration d'un nouveau cours ayant trait aux propriétés optiques des matériaux. Il devra, en outre, mettre sur pied un nouveau programme de recherche sur l'optique des matériaux, de concert avec nos équipes actuelles de recherche qui oeuvrent dans le domaine des fibres optiques, de la spectroscopie laser, de la spectroscopie moléculaire, des effets photo-acoustiques et des couches minces.

**EXIGENCES**
Détenir un doctorat (Ph.D.) ou l'équivalent en physique ou en ingénierie. La préférence sera accordée au candidat qui possèdera une expérience en optique et qui sera membre d'une association professionnelle d'ingénieurs.

Les personnes intéressées sont priées de transmettre leur candidature, accompagnée d'un curriculum vitae, avant le 15 octobre 1984, au:

**Directeur**
**Département de génie physique**
**Ecole Polytechnique de Montréal**
**C.P. 6079, Succursale "A"**
**Montréal, (Québec)**
**H3C 3A7**

# CONFERENCE

## Access To The University; Why Are The Doors Closing?

**November 22 to 24, 1984 The Royal York Hotel Toronto, Ontario**

### Speakers and Panellsts

Here is a partial list of speakers and panelists who will be participating in the conference. A complete list will be published in the October issue of The Bulletin.

**Stephen Lewis**
Former leader
Ontario New Democratic Party
**Prof. Janice Newson**
Sociology
York University
**Prof. Paul Anisef**
Sociology
York University
**Dr. Maria Barrados**
Chief, Education Statistics Analysis
Secretary of State, Ottawa
**Prof. David Foot**
Economics
University of Toronto
**Ms. Huguette Labelle**
Under Secretary of State
Ottawa
**Prof. Robert M. Pike**
Sociology
Queen's University
**Dr. Frank E. Horton**
Chancellor
University of Wisconsin
**Prof. Jill Vickers**
Institute of Canadian Studies
Carleton University
**Prof. Evelyn Moore Eyman**
Native Student Services
University of Calgary
**Dr. William Vail**
Chairman, Board of Directors
Canadian Medical Association
**Prof. Naomi Griffiths**
Dean, Faculty of Arts
Carleton University
**Prof. David Milne**
Political Studies
University of Prince Edward Island
**Dr. John Kucharczyk**
Physiology
University of Ottawa
**Prof. Gideon Rosenbluth**
Economics
University of British Columbia
**Ms. Diana Warwick**
General Secretary
Association of University Teachers
**Hon. Terence Donahoe, Q.C.**
Minister of Education, Nova Scotia and Chairman
Council of Ministers of Education
**Prof. David G. Winter**
Psychology
Wesleyan University

## PROCEEDINGS

**THURSDAY, NOVEMBER 22, 1984**

7:00 p.m. Dinner
8:00 p.m. Dinner address:
Will current policies lead to the university becoming a preserve of the socio-economic elite?
8:45 p.m. Round table discussion

**FRIDAY, NOVEMBER 23, 1984**

8:45 —
10:30 a.m. Panel:
The Value of a University Education: Claims and Proofs.
a) The Roles of the University.
b) The Claims for a Liberal Education.
c) The Evidence for these claims.
d) Can the Universities still deliver a liberal education?

10:30 —
10:45 a.m. Coffee

10:45 —
12:30 p.m. Panel:
Statistics and What They Mean?
a) Who goes to university? Why? Some regional and international comparisons.
b) What is happening to enrolments and the participation rate?
c) What are the determinants of enrolments?
d) Why are enrolments not declining as predicted?
e) Are enrolments likely to decline significantly?

12:40 —
1:50 p.m. Lunch

1:15 p.m. Luncheon address:
The Federal Government and Accessibility.

2:00 —
3:45 p.m. Panel:
The Questions of Qualifications: Are there too many students?
a) What does "qualified" mean?
b) Is the question of qualifications merely a political device for reducing funding?
c) What role should the university play in the area of student preparedness, and in increasing participation rates from groups that traditionally do not participate?

3:45 —
4:00 p.m. Coffee

4:00 —
5:45 p.m. Panel:
Human Resource Investments
a) Can employment projections be made reliable?
b) Are graduates of liberal arts programmes employable?
c) Are there too many doctors, lawyers, engineers?

6:30 p.m. Cash Bar
7:15 p.m. Dinner
8:15 p.m. Dinner address:
Do the Universities have a Responsibility?
The Milwaukee Experiment.

**SATURDAY, NOVEMBER 24, 1984**

8:45 —
10:30 a.m. Panel:
The Question of Fees: How Much and Paid by Whom?
a) The role of fees in university funding.
b) The deterrent effect of fees.
c) Alternative to the current fee system.

10:45 —
12:15 p.m. Panel:
Is Restraint Neutral?

12:30 —
2:00 p.m. Lunch

1:15 p.m. Luncheon address:
The Provinces and Accessibility

2:00 p.m. Adjournment.

## Register EARLY for this important conference

### REGISTRATION INFORMATION

The conference fee, which includes one reception, two luncheons and two dinners, is $150 per person. Deadline for registration is Monday, Oct. 22, 1984. No cancellations can be accepted after that date, but substitutions are permitted.
Registrations will be acknowledged.
Completed form and cheque (payable to Canadian Association of University Teachers) should be mailed to:
Ms. Jill Greenwell
Canadian Association of University Teachers
1001-75 Albert Street
Ottawa, Ont. K1P 5E7

### REGISTRATION FORM

Name _____
(Please include given name)
Title _____
Organization _____
Address _____
_____
City _____ Province _____ Code _____
Phone _____

### HOTEL ACCOMMODATION

The Royal York Hotel in Toronto is holding a block of rooms until Monday, Oct. 22 at a special rate of $74, double or single. For reservations, please get in touch with the Reservations Department, Royal York Hotel, (416) 368-2511, mentioning the dates and title of the conference for preferential treatment. Deposits will be refunded if reservation cancelled 48 hours or more before arrival time.